Tool G1: Template for linking­­­­ Trust Business Improvement Plans with the Leadership Strategy

Organisational performance is tied to how work gets done; if we don’t change the way work gets done, we’ll get the same results we’ve always gotten, regardless of how effective the individual leader might be. When organisations define the competencies and behaviours needed from their leadership team, they have a much greater chance of achieving their goals. Building a leadership strategy starts with identifying the [key leadership drivers that will determine long-term success](https://www.ccl.org/articles/leading-effectively-articles/what-drives-your-leadership-strategy/) for your organisation.

Below is a simple table to start this exercise of to identify the leadership strategies which sits next to the trust business plans.

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| Key Strategic Driver  *(ie core goals, objectives or priorities from the business improvement plan, performance plan or organisational strategy and direction from the board)* | Leadership Strategy Implications  *(i.e. what will this driver require of the leaders in your organisation? This may be identifying key roles, skill sets, responsibilities etc* |
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