

Strategies for Developing Leadership

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CLC research showed that the greatest changes to a person's leadership capabilities occurred at the transition into a frontline management role.

This transition can be mitigated by the following strategies:

Significant impact strategies:

1. Coordinating between the individual's previous manager and new manager during the transition
2. Providing detailed guidance to managers on how to effectively allocate their time in their new role
3. Helping new-to-role leaders find the appropriate balance between development and performance

Moderate impact strategies:

1. Creating individualised plans for managers making lateral
2. transitions within the agency
3. Assessing the readiness of each candidate for potential managerial positions
4. Providing experienced executive coaches for leaders making transitions within the agency
5. Providing structured opportunities for new-to-role managers to build peer networks and learn from their colleagues

Modest impact strategies:

1. Creating individualised plans for managers making vertical transitions with the agency
2. Holding managers of new-to-role leaders accountable for the success of the transition
3. Giving corrective feedback to new-to-role managers before potential problems become entrenched
4. Providing 'duty-free' transition periods