

## THREE PHASES OF LEADERSHIP DEVELOPMENT

Leaders can be divided into three categories: the emerging leader, the developing leader, and the strategic leader. Each category is faced with specific challenges. Once these can be identified and overcome, the leader can move to a higher category. The graphic below lists the challenges that face each type of leader.

### LEADERSHIP CHALLENGES

#### The Emerging Leader

- Moving from “technical, individual contributor” to leader.
- Managing versus leading.
- Managing meetings effectively.
- Clarifying roles/responsibilities.
- Building formal and informal networks.
- Managing day-to-day while considering the future.

#### The Developing Leader

- Focusing power and influence.
- Creating greater company-wide exposure.
- Leading by example.
- Leveraging personal insight.
- Creating alignment behind strategies.
- Managing priorities.

#### The Strategic Leader

- Obtaining and sustaining business results.
- Isolation.
- Inadequate feedback.
- Work life balance.
- Managing succession planning.