

## Action plans



### Create your company's future leaders

Recruitment is expensive, particularly when it comes to senior leadership roles. Cultivating from within lets you identify who is most engaged with your business and where it is trying to get to. Bit by bit, set out an individual plan that lets you and your management team delegate more and take on new challenges, safe in the knowledge that there are more people to share the responsibility load.

- **Effort:** High
- **Impact:** Medium

#### How will I know if my Action Plan is working?

Carrying out a staff satisfaction survey will indicate whether your Action Plan is working.

#### Actions:

### Spend some time learning about how other businesses have gone about creating future leaders

- **Impact:** Medium
- **Suggested duration:** 1 day
- **Why this will help:** Learning from the experiences and lessons of fellow business leaders is the best way to direct your own improvement efforts.

### Learn about proven strategies when it comes to effective delegation and giving members of staff greater responsibility

- **Impact:** Medium
- **Suggested duration:** 7 days
- **Why this will help:** Delegation is a key part of being a good manager, and learning how to do it correctly has huge benefits. Your future leaders will only emerge when they are given the opportunity to take on new challenges and venture outside of their comfort zone.

### Speak with your senior management team to identify three individuals who have shown they have the ability to step up, accept greater responsibility and one day move into senior roles

- **Impact:** Medium
- **Suggested duration:** 7 days
- **Why this will help:** Your senior management team will know who has the potential to step up and take on new challenges. Finding out from them who has shown good promise will make sure your efforts and investment are going into the right people.

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### **Work with these members of staff to develop individual and tailored leadership programmes that suit their preferred career paths and help fill skill gaps in the business**

- **Impact:** High
- **Suggested duration:** 21 days
- **Why this will help:** Nurturing the next generation of employees is rewarding for both you and your business, but a tailored plan is required to make sure their adapted roles are being directed correctly. They can then take ownership of each step and their plan can become part of the performance reviews and appraisals that go on ordinarily.

### **Schedule regular check-ins with the staff you have engaged with on leadership programmes to ensure they feel supported and contributing in a meaningful way**

- **Impact:** Medium
- **Suggested duration:** 56 days
- **Why this will help:** Once you've started employees on leadership programmes, it's important to support them properly. See where they are excelling and where they need more support to ensure they are being given every opportunity to step up and become tomorrow's leaders in the business.