



Leadership Assessment

Identify and engage Leaders and Influencers

- Who are the Decision Makers?
- Who are the Experts & Influencers?
- Who may be impacted upstream? Downstream?
- What do they each value?

For each Leader, Expert, or Influencer, assess the following:

- Interest—Is the individual interested in the change initiative? Does he/she care? Does he/she have an interest in successful implementation?
- Influence—Does the individual have influence over the resources necessary to carry out the change journey? These resources may be people, technology, equipment, governance processes, funding, performance measures, etc.
- Impact—Does the change impact the individual’s work performance or organization? Does the change impact the individual’s status or expertise?

| Leader | Interest | Influence | Impact | Summary |
|--------|----------|-----------|--------|---------|
| | | | | |
| | | | | |
| | | | | |
| | | | | |

Score each Leader, Expert or Influencer for each I:
Sum the scores for the Summary score.

Determine who should be

- Leveraged – with you, can champion the change
- Understood – has concerns to be addressed
- Informed – needs to know more to be supportive
- Managed – will present resistance

| Rating | Points |
|---------------|--------|
| Awesome | 2 |
| Supportive | 1 |
| Non-Committal | 0 |
| Contrary | -1 |
| Destructive | -1 |