LEADING TRANSFORMATION #41:  
LEADERSHIP POTENTIAL ASSESSMENT USING C\_A\_R

Operating at full potential requires a combination of CAPACITY, ACHIEVEMENT DRIVE, and RELATIONAL SKILLS. When one of these is missing, the capacity to achieve change is limited.

1. CAPACITY

a. Ability to see the whole and break it into its parts in order to come up with a solution.  
b. Generate a meaningful and long-term vision, which involves complex and uncertain systems.  
c. Translate the vision into a coherent plan of action.  
d. Make sound decisions about critical issues in a complex and uncertain environment.  
e. Scan the environment and demonstrate a comprehensive understanding of the strategic issues affecting the organization.

2. ACHIEVEMENT DRIVE  
a. Having self-drive that does not look for excuses in face of challenges   
b. Sets new directions and manages performance that result in achievement beyond expectations.  
c. Prioritizes activities and projects that will have the greatest impact on business performance.  
d. Focuses on the key activities that enable success to be achieved.  
e. Tests the underlying assumptions and initiates radical change if necessary.  
f. Has resilience

3. RELATIONSHIP SKILLS  
a. Ability to work with and or through others to achieve your visions   
b. Leads complex groups of people, inspiring them to achieve beyond their own expectations.  
c. Communicates effectively with a wide range of audiences and has sustained impact with people at all levels.  
d. Unites people with diverse agendas by enabling them to see the benefits of cooperation.  
e. Creates a learning culture by supporting and promoting development initiatives.  
f. Promotes diversity widely in order to enhance greater performance.  
g. Gets people to do something willingly that they initially did not want to do.

REFLECTION:

How is the C\_A\_R for your transformation journey?

1. On a scale of 1 to 5 (5 being excellent) how would you rate your leadership potential as an individual?

2. On a scale of 1 to 5 how would you rate the leadership potential of your team?