

Leadership Development

The Leadership Development Award recognises outstanding leadership development initiatives, programs and/or strategies that have been implemented by an organisation to develop its current and future leaders and to effectively equip them to achieve the organisation’s strategic objectives. These organisations are able to demonstrate how the development of their leadership team effectively builds leadership capability, drives business performance, and prepares both the leadership team and organisation for the future.

Supported by Rob Goffee: Rob Goffee is Professor of Organisational Behaviour at London Business School. He has led several of the School's major executive programmes, acted as Chair for the Organisational Behaviour Group, served as Deputy Dean and Governor, Director of the Innovation Exchange and Faculty Director of Executive Education.

Criterion	Defined as:	Suggested evidence:
Specific		
Engagement and productivity	The initiative has led to increased engagement and productivity in the workplace.	Demonstrated increase in productivity/engagement that can be linked to the initiative.
Senior leadership support	The initiative is driven and/or supported from the top and senior management is involved in setting priorities for development initiatives and has direct involvement in the initiative..	Evidence of involvement of senior management as sponsors, teachers, mentors, participants etc. Evidence includes statements from the CEO, Board or senior management supporting the initiative.
Culture	The initiative contributes to the cultural evolution of the organisation and has the potential to contribute to leadership development at different levels in the organisation.	Examples of cultural change programs, relating to the initiative, i.e. how has the organisation introduced the initiative in a way that it is embedded in the workplace culture and embraced by staff.
Integration	The initiative forms part of a focused, branded and organised framework of development opportunities which aligns with other talent management activities such as succession planning, performance appraisal and promotion.	Evidence might include an overall talent strategy, succession plans incorporating reference to the various talent development initiatives, internal capability frameworks along with development plans etc.
Criterion	Defined as:	Suggested evidence:
Generic		
Innovation	The initiative is based on/incorporates a new approach to addressing the specific challenge the organisation is facing.	Details of how the initiative came about, e.g. analysis and research conducted, and how the idea, concept, approach or method underpinning the initiative is new to the organisation or industry sector and how it enhances leadership and business performance.

2022 CRITERIA



Sustainability	The program and its impacts or outcomes are sustainable and replicable for the organisation.	Evidence of how the program or initiative will be repeated within the organisation, i.e. planned roll out to other divisions, sites, ongoing scheduled activity, commitment within organisational strategy/budgets etc.
Strategic Business Alignment	The program or initiative is aligned with organisational purpose and addresses strategic or business goals of the organisation.	Evidence of how the initiative is aligned to organisational strategy, specific business goals, the business vision and purpose.
Measurement, Impact & Outcomes	The program or initiative has addressed the challenge, achieved the desired outcomes and/or positively impacted on the business.	Quantitative and qualitative evidence of improvements and outcomes identifiable as resulting from the initiative. Stakeholder surveys conducted pre/post initiative, i.e. climate survey results, engagement survey results, survey specifically relating to initiative. Budget implications of initiative, i.e. cost savings/increased revenue as a result of initiative Reporting on initiative results to employees/Board