

Leadership Tool 2

Assessing Leadership within the Leadership Council

INSTRUCTIONS

For each item below, select the rating that best reflects the extent to which you are comfortable acting in each of these roles.

As an SB coordinator, you must be able to manage the internal coalition processes while also serving as a bridge to advance your goals among the broader community. This level of management, which requires you to play several roles, requires a range of abilities and skills. This assessment tool covers key leadership roles and responsibilities that are important to an organization.

Leadership Roles and Responsibilities

		Not Able				Very Able
1 Visionary	Maintains a big-picture vision for the coalition; members look to you for inspiration and to keep the coalition moving forward during setbacks.	1	2	3	4	5
2 Spokesperson	Feels comfortable acting as the public face of the coalition and feels comfortable speaking publicly to promote the coalition’s work.	1	2	3	4	5
3 Broker	Continually looks for opportunities to locate resources, approach potential partners, and secure their commitment.	1	2	3	4	5
4 Negotiator	Negotiates, solves problems, and resolves conflicts that may arise among members.	1	2	3	4	5
5 Content Expert	Provides leadership and expertise in early childhood issues in your community.	1	2	3	4	5
6 Strategist	Has good strategic skills—knows what to do, when to do it, and who to involve—that can help coalition members translate their ideas into a good strategic plan and detailed work plan to set the stage for successful implementation.	1	2	3	4	5
7 Facilitator	Promotes open dialogue among SB coalition members and creates an environment that is respectful of divergent viewpoints. Observes coalition dynamics and knows when and how to encourage changes to the group and how to develop individual members.	1	2	3	4	5
8 Coordinator	Manages the day-to-day work of the coalition, and ensures that activities are moving forward by tracking them, managing deadlines, and remaining accountable to VECF.	1	2	3	4	5



After assessing your leadership strengths and weaknesses—and recognizing that the coalition has varied leadership needs—you should think about ways to distribute leadership roles among members of the leadership council and the broader coalition. The distribution of leadership will allow others to assume important roles and feel greater ownership of the coalition’s work. This model of shared leadership will also lessen the chance that any one member will become overburdened and improve the likelihood that you will have a consistent level of participation. **Ongoing development of leadership** is crucial for the coalition’s success and sustainability. The next tool will walk you through some exercises to help you think about the concept of shared leadership.

Worksheet for Developing a Shared Leadership Model

After completing the prior assessment, take some time to review the scores and think through the following questions:

1. Which leadership roles do I enjoy?

2. Which leadership roles do I prefer to avoid?

3. Which leadership attributes can I develop in myself?

4. Which leadership roles are better served by other members of the leadership council?

