

Leadership Diagnosis and Intervention Design Worksheet

- 1) My name is:

- 2) One of my aspirations is:

- 3) Something I'm doing in support of that aspiration is:

- 4) During the day I:

- 5) **A leadership failure...**
 - What outcome did you desire?
 - What did you do?
 - What actually happened?

6) Stakeholder Analysis / Case Diagnosis

- a) What is the mission of the organization or group?
- b) What are the 3-4 main stakeholder groups in my case and what are their perspectives on the mission?

Key people	Stakeholder Group they belong to	Perspectives (values, beliefs, identity)

- c) Where are the main value and identity clashes/fault lines located?
- d) How do the conflict dynamics “mirror” those at other levels (e.g. personal, organizational, societal)?

7) Intervention and Leadership

- a) What intervention opportunities are there to shift the values, identities, beliefs or habits of the stakeholders so as to make progress?
- b) What comes up for YOU in particular as you think about actually making these interventions? What does this tell you about the adaptive work or your own “personal work” that is needed?