

The leadership lifecycle, and what to reach for at each stage

Nine stages, in the order most leaders meet them. Every title in the shop appears once, under the stage it actually belongs to.

THE SHORT VERSION

Don't know where to start Leadership Priorities Check — fifteen minutes, ten priorities, and it tells you which of the rest to open

Something is wrong but not what Leadership Health Check — five lenses, and the finding is the gap between your highest and lowest

You know the gap already Go straight to the stage below that names it, then Leadership Development Plan to make it stick

1 Before you lead

Is this job actually what I think it is?

- So You're Considering Leadership

Already leading? Start at 3.

2 New in the role

What do I do in the first ninety days?

- New Team Leader Toolkit
- New Manager Handbook

Weeks one and two: change nothing yet.

3 Know how you lead

How do I operate, and how does that land?

- Leadership Health Check
- Leadership Priorities Check
- DISC Leadership Profile
- Conflict Style Profile
- Delegation Profile
- Judgement & Decision Making
- Values in Practice
- How the Work Is Going

Pick one. Two profiles in a fortnight feels like being studied.

4 Run the work

How does the work actually get done here?

- Team Operating Rhythm
- What Comes First
- Team Planning Day
- Work the Problem
- Delegation Kit
- Closing the Year

Most rhythms were never designed. They accreted.

5 Grow your people

How do I make the people around me better?

- One on One Kit
- The Coaching Conversation
- Their Development Plan
- Feedback That Lands
- Difficult Conversations
- Goal Setting With Your Team
- Capability Matrix

One capability actually built beats six discussed.

6 Build the team

How has this group agreed to work?

- Team Charter
- Icebreakers With a Purpose

Worth doing when the team changes, not on a schedule.

7 Bring people in

How do I hire well, in order?

- Role Clarity Canvas
- Position Description Kit
- Recruitment & Shortlisting
- Interview Guide — Team Member
- Interview Guide — Team Leader
- Interview Guide — Manager of Managers
- Interview Guide — Executive
- Onboarding Plan

These five run in order. Skipping one costs you later.

8 Your own next step

What am I building towards?

- Leadership Development Plan
- 360 Leadership Feedback
- Future Skills Check
- The Next Move

Two priorities, dated. Five is a list nobody works on.

9 Endings

How do I finish, and hand over properly?

- Handover Pack + Leaving Well
- Exit Interview Kit

A handover written in the last week is the one that fails.

BUNDLE

The Leadership Pair

Leadership Health Check + How the Work Is Going. Start here if you are not sure whether the problem is you or the job.

BUNDLE

The Coach Edition

Eight instruments, white-labelled, with a commercial licence. For practitioners using these with clients.