Visual Leader Development Framework

How comprehensive and integrated is your company leadership development?

Identification (Intake)	Internal organization (Create References)	Impact areas (Create Capability)	Structural impact (Create Environment)	Constituent influences (Create Context)
HIPPO Identification	Frame	Compelling Vision of significance, meaning & purpose	Policies	Customers
	Beliefs	Influence Styles	Procedures	Employees
	Personal Values (be truthful, kind, loyal, faithful…)	Power Structure	Impact metrics (C, F, B, M, P)	Shareholdes
Leadership Development Lecture Experiential Developing Care	Character Flaws Bias (Self/Others)		Morale	Media
	Persona (Interests, Insights, Play your best hand)	Org Structure (What departments or none? Play your best hand)	Culture Structures One, Two	Community
Diagram flow: left – to – right, internal/self: perspective, beliefs; to external: communication, influence and organization				