

## BREAKTHROUGH LEADERSHIP CHALLENGE

We want to ensure the Breakthrough Leaders Programme delivers value for your organisation. Therefore, it is important to identify a strategic imperative you are currently working on that the programme content, coaching and mentoring can support. Coaching and mentoring conversations can be directly linked to ensure this challenge succeeds.

### CRITERIA FOR CHALLENGE

- Executive sponsorship and relevant
- Strategically important to organisation in next 12 months
- Requires you to lead with others
- Links to your learning outcomes for the BTL programme
- Is within your current role and responsibilities to implement and you feel energised about - it may be something new you have not done before
- Must be presented to executive team and/or board at end of programme

### GETTING READY

During the programme we will be inviting participants to reflect on the project and to ensure key milestones are achieved. **Please come prepared to talk about the challenge.** Feel free to use existing in-house documents to summarise the imperative. Areas to consider are:

#### Problem statement

- What is the leadership challenge you want to focus on?
- Why is this important now?
- If you did not complete this challenge what would be the impact for the organisation?

#### Scope of the challenge

- Outline what will be delivered and what it will mean to the organisation
- What is out of scope for this challenge?
- What measures are you going to use as a baseline for improvement?
- Consider important stakeholder groups and who is impacted by this challenge
- Who is going to benefit from this challenge?
- Potential investment required

#### Vision of success

- Articulate the vision you have for this challenge in no more than 200 words.
- How will you know you have succeeded?
- What metrics will you use to show tangible results?
- What does success look like for your customers, stakeholders and team?

#### Benefits and risks

- Outline financial and non-financial benefits of this challenge
- Clarify budget with cost/ benefit analysis
- Summarise risks and mitigants

#### Support you need to succeed

- Consider key stakeholders, budget, resources and executive sponsor involvement

#### Breakthrough Leaders Programme

- What specialist learning do you need from BTL to succeed with your challenge?
- How will this initiative accelerate your learning goals for the programme?
- What will you hope to learn from completing this initiative?