THE
MANAGEMENT/LEADERSHIP
WHEEL
MANAGEMENT/LEADERSHIP WHEEL

- Organising & staffing
- Coaching
- Controlling & Problem Solving
- Promoting stability & order
- Promoting change
- Motivating & inspiring
- Establishing direction
- Aligning people
- Aligning people
**Instructions**

Take each area in turn and score yourself (0 to 10) about your own perception of how effective you are in each of the areas above.

Place a dot on each spoke of the wheel. 0 = CENTRE OF THE WHEEL & 10 = RIM

Then join up all of the dots going around the wheel to see where you overall strengths and weaknesses are.

**A brief description of each area:**

- **Coaching:** ability to use the coaching style of management to get results in a nondirective approach.

- **Establishing Direction:** developing a vision of the future, often the distant future and strategies for producing the changes needed to achieve that vision.

- **Organising and Staffing:** establishing a structure for accomplishing plan requirements, staffing that structure with people, delegating authority for carrying out the plan, providing policies and procedures to guide people, and creating methods or systems to monitor implementation.

- **Aligning People:** communicating the direction by words and deeds to all those whose co-operation may be needed so as to create a team that understands the vision and strategies and accepts their validity.

- **Controlling and Problem Solving:** monitoring results in detail, identifying deviation from the plan, and then organising to solve these problems.

- **Motivating and Inspiring:** energising people to overcome major political, bureaucratic, and resource barriers to change by satisfying basic, but often unfulfilled, human needs.

- **Promoting Stability and Order:** creating the potential of consistently producing key results.

- **Promoting Change:** creating the potential of producing useful change (such as desired new products).

This short session focuses in on where the manager currently sees themselves over several different management areas.

The wheel can be customised to fit your organisation and the main areas as identified by yourselves.

This takes about 10 minutes to complete and then the manager can write down their main improvement areas for each and what they need to focus on.

It provides an excellent current state assessment of the manager's strengths and areas for development.
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DE-BRIEF

Did you find any surprises?

What are your key strengths?

What do you need to work on?

How and when are you going to make these improvements?

Who will you tell that you have made the improvement?
MTD, the management training specialists, has been working with a wide variety of clients (both large and small) in the UK and internationally since 2001.

Since that time we have delivered training in over 23 different countries to over 2,500 different organisations and have helped in excess of 50,000 staff.

Our head offices are based in the Midlands where we have our very own training centre, including a multi-media suite that enables us to provide a full range of blended learning solutions including video, podcasts, e-learning and online support solutions.

We specialise in providing:

- In-house, tailor made management training courses (1-5 days duration)
- Open courses (Delivered throughout the UK at various locations)
- Management & leadership development programmes (From 5 days to 2 years)
- Blended learning solutions (online and offline)
- Corporate and executive coaching (With senior or middle managers)

Our team of highly skilled and experienced trainers and consultants have all had distinguished careers in senior management roles and bring with them a wealth of practical experience to each course. At MTD Training we will design and deliver a solution that suits your specific needs addressing the issues and requirements from your training brief that best fits your culture, learning style and ways of working.

**Our Key Unique Selling Point**

“Bespoke, practical and quality training delivered by a trainer experienced in your industry is a “given”. Where we really make a difference is how we help your managers to embed and implement the learning after the course. We offer industry leading post course support to make this happen so you get a real, tangible return on your investment”

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