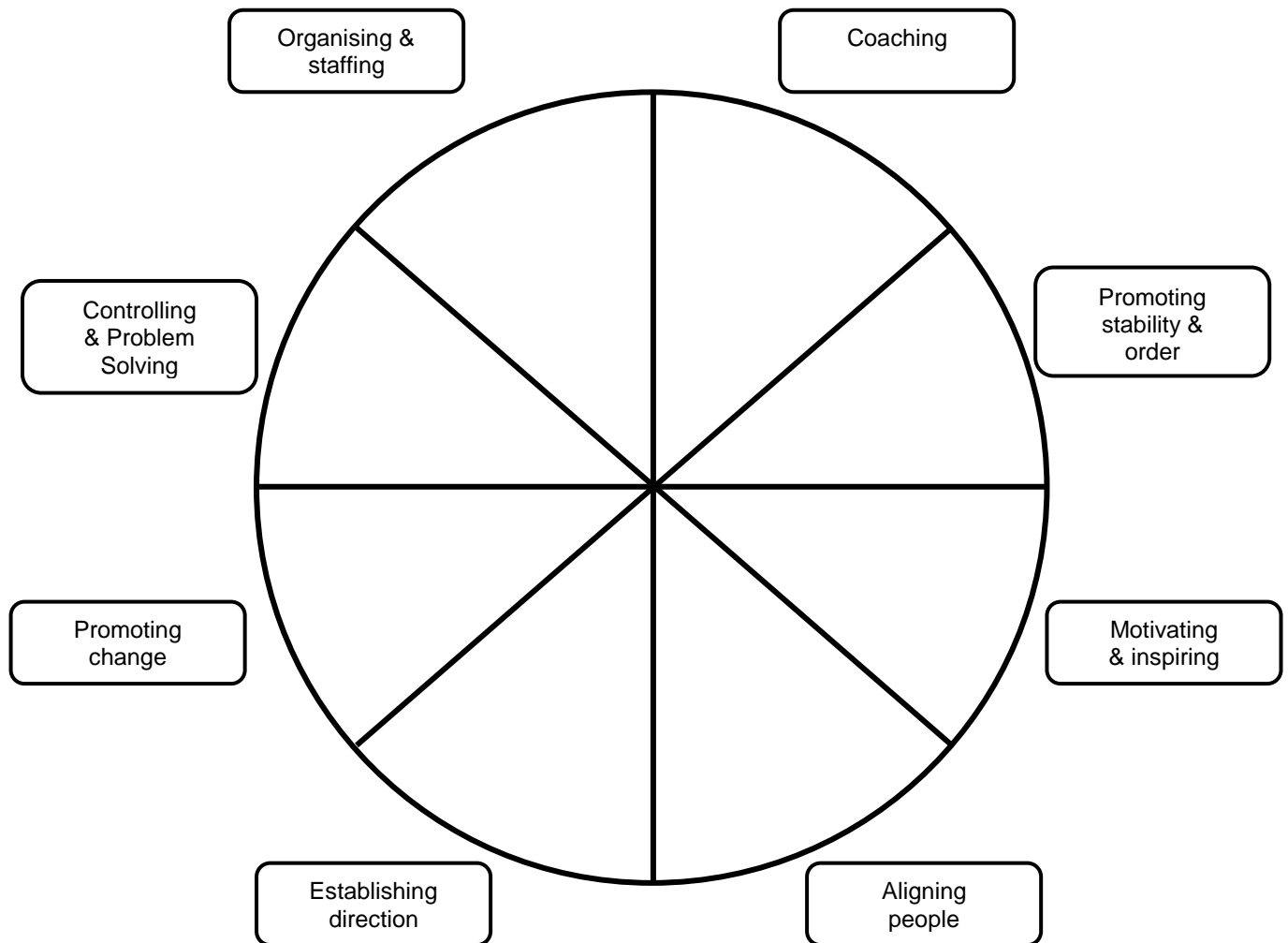


# The Management/Leadership Wheel

# MANAGEMENT/LEADERSHIP WHEEL



## 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.

| KEY AREA                        | ACTION TO IMPROVE |
|---------------------------------|-------------------|
| Coaching                        |                   |
| Establishing Direction          |                   |
| Organising and Staffing         |                   |
| Aligning People                 |                   |
| Controlling and Problem Solving |                   |
| Motivating and Inspiring        |                   |
| Promoting Stability and Order   |                   |
| Promoting Change                |                   |

## **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?

## About MTD



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Sean McPheat is the **Chief Executive Officer** of the multi-award winning **MTD Training Group**.

Founded in 2001 and having trained hundreds of thousands of staff since, MTD specialise in management and leadership development and also sales effectiveness programmes.

There are **3 specific divisions** to the group:

**Management/Leadership**



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