

LDI TOOLKIT NEEDS ASSESSMENT SURVEY

Is your organization a candidate for the LDI toolkit to evaluate leadership development programs?

Score the most appropriate level of agreement for each statement:

1= Strongly disagree 2= Disagree 3= Neither agree nor disagree 4= Agree 5 = Strongly agree

1.	Our organization has implemented a leadership development program.	
2.	We have a large leadership development budget that attracts the interest of senior management.	
3.	Our organization has a culture of measurement and is focused on establishing a variety of measures in all functions and departments.	
4.	Our organization is undergoing significant change.	
5.	There is pressure from senior management to measure results of our leadership programs.	
6.	We currently have a very low investment in measurement and evaluation.	
7.	Our organization has experienced more than one program failure in the past.	
8.	Our organization has a new leader.	
9.	Our team would like to be the leaders in developing leaders.	
10.	The perception of our leadership programs' value is less than satisfactory.	
11.	Our funders are demanding that our programs show bottom-line results.	
12.	Our leadership development programs compete with other functions within our organization for resources.	
13.	There is increased focus on linking our programs to the strategic direction of the organization.	
14.	Our leadership development is key in change initiatives currently taking place in the organization.	
15.	Our overall budget is growing, and we are required to prove the bottom-line of value of our programs.	
	TOTAL	

If you scored:

- 15 – 30** Your organization will benefit from reviewing the LDI Toolkit and implementing relevant components.
- 31 – 45** It is time to start pursuing a measurement process, and the LDI Toolkit is a solution.
- 46 – 60** You are a candidate for building skills to implement the LDI Toolkit. At this point there is no real pressure to show the value and ROI which is the perfect opportunity to perfect the evaluation process within the organization.
- 61 – 75** You should already be implementing a comprehensive measurement and evaluation process, including ROI, and the LDI Toolkit will enhance this process for leadership development programs.