

Strategic Leadership Framework

Help your managers make the critical shift from operations to strategic thinking.

Promotora Systems Inc.

From Strategy to Success: Tools That Drive Results, Not Just Insights

Instructions

The Strategic Leadership Framework is designed to support managers in evolving from an operational focus to becoming vision-driven leaders. Use this template to evaluate current leadership behaviors, define growth opportunities, and align your leadership team with organizational strategy.

Step 1: Assess Current Leadership Behaviors

Identify how managers currently spend their time: operational vs. strategic activities.

Step 2: Define Strategic Leadership Competencies

Clarify which capabilities your organization needs (e.g., systems thinking, innovation, decision-making under uncertainty).

Step 3: Map Operational to Strategic Shifts

Document the behavioral changes required (e.g., from managing tasks to driving initiatives).

Step 4: Establish Development Pathways

Select training, mentoring, and stretch assignments to accelerate the shift.

Step 5: Align with Organizational Strategy

Ensure leadership development initiatives directly support strategic goals and KPIs.

Step 6: Review Quarterly

Track progress using measurable indicators of leadership impact on outcomes.

Leadership Assessment

Competency	Current Behavior (Operational)	Desired Behavior (Strategic)	Rating (1–5)	Notes
Decision-Making	Focuses on short-term fixes	Balances short-term with long-term priorities		
Team Management	Directs tasks and monitors output	Empowers, coaches, and develops leaders		
Vision Alignment	Executes assigned goals	Shapes and drives organizational vision		
Innovation	Avoids risk, sticks to routine	Encourages experimentation, drives innovation		
Communication	Shares updates one-way	Fosters two-way dialogue and strategic influence		

Leadership Development Plan

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