

# Leadership Capability Strategy Canvas

A one-page planning tool for connecting leadership development to enterprise priorities.

## Purpose

Use this canvas to move leadership development from a set of programs to an integrated capability strategy.

## Core prompts

What business strategy does leadership capability need to enable?

Which leader segments are most critical this year?

What behaviors must change?

What practice, coaching, and reinforcement will support transfer?

How will managers and executives sponsor the behavior change?

## Canvas

| Section              | Prompt   |
|----------------------|--|
| Strategic priority   | What enterprise outcome does this support?                       |
| Leadership behaviors | What must leaders do differently?                                |
| Audience             | Which leaders or managers are in scope?                          |
| Development system   | What learning, practice, coaching, and reinforcement are needed? |
| Measures             | What evidence will show behavior change and business value?      |