

Leadership Drift Situation Board

Recognize the patterns before they become problems.

For each Leadership Drift pattern, rate each dimension as Low, Medium, or High.

Current Experience reflects what you are currently observing in the organization.

Leadership Attention reflects how much intentional leadership attention that area is currently receiving.

Compare perspectives and discuss any meaningful differences. The conversation is more important than the ratings.

The goal is not perfect agreement. Differences in perspective often lead to the most valuable leadership conversations.

LEADERSHIP DRIFT PATTERN & DESCRIPTION	LOOKS LIKE ...	CURRENT EXPERIENCE	LEADERSHIP ATTENTION
SET DIRECTION			
Direction Unclear strategic priorities and inconsistent execution.	•Conflicting priorities. •Slower execution. •Missed opportunities.	L M H	L M H
Growth Stagnant leadership pipeline and lack of continuous improvement.	•Leadership stalls. •Innovation slows. •Future options narrow.	L M H	L M H
DRIVE EXECUTION			
Communication Delayed, siloed, or misunderstood organizational messaging.	•Confusion. •Rework needed.. •Costly mistakes.	L M H	L M H
Accountability Ambiguous expectations and inconsistent consequences.	•Missed commitments. •Frustrated high performers. •Lower trust.	L M H	L M H
Capacity Insufficient bandwidth, resources, or specialized capability.	•Burnout. •Delays. •Declining quality.	L M H	L M H
LEAD PEOPLE			
Feedback Infrequent performance coaching and lack of recognition.	•Stalled performance. •Disengaged people. •Problems linger.	L M H	L M H
Team Weak cross-functional alignment and growing political silos.	•Silos. •Poor collaboration. •Slower decisions.	L M H	L M H
Integrity Gap between stated values and everyday leadership behavior.	•Credibility declines. •Trust erodes. •Culture weakens.	L M H	L M H

Leadership Conversation

Leadership Drift usually begins with small patterns that gradually weaken clarity, trust, accountability, and organizational effectiveness. This Situation Board helps leaders recognize those patterns before they become larger problems. Use it as a recurring leadership conversation tool during executive meetings, planning sessions, or team discussions.

1. Which pattern(s) have the strongest match with your current experience?:

2. Which Pattern(s) have the highest potential impact if left unaddressed?:

3. Which pattern(s) require greater leadership focus?:

4. Priority Focus Area: _____

5. Owner: _____

6. Next Conversation Scheduled: _____

Leadership Drift isn't diagnosed here. It is recognized here.