**Readiness Assessment Questions: Leadership Questions 2**

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| **Readiness Level** | **Categories** | **Questions** | **Responses** |
| Prepared | Vision | What is your understanding of the Program's vision and goals?  How would you define the Program's purpose and expected outcome?  Five years from now, what do you think this Program will have achieved? |  |
|  | Leadership Approach | How do you see your role in the success of the Program?  Who are key influencers within your area that could help drive adoption?  How would you like to stay informed about, and provide feedback to, the Program? |  |
|  | Communication | How can we effectively cascade Program communications throughout the organization?  What is the most effective method for you to stay informed about and provide feedback to the Program? |  |
| Inclined | Urgency | How high of a priority is the Program for you and your business area?  How significant do you believe the Program's impact will be on the organization and your specific area (process, people, technology)?  How can we improve the effectiveness of deploying new processes and/or technologies to increase the sense of urgency? |  |
|  | Culture | To what extent does your organization understand the Program's vision and goals?  What are the potential areas of resistance within your organization and how can they be addressed?  What does success look like for the Program, both for you and your area(s) of responsibility? |  |
|  | Actions to Enable Adoption | What are the top three actions that are most likely to make this Program successful?  What are the top three issues that are most likely to make the Program fall short of its goal?  How can resistance be managed and adoption be accelerated within your area? |  |
| Capable | Change History | Reflecting on past initiatives, how can change be managed better at an organizational level?  What lessons from past changes can be applied to this Program to make it more successful? |  |
|  | Impacted Stakeholders and Capability to Change | How will the Program impact the stakeholders overall and your area specifically?  What other priority initiatives do your stakeholders have?  How can we be more effective in preparing your business areas for workflow transition and role evolution? |  |
|  | Win and Success Metrics | What are the important key performance indicators for your area(s) of responsibility related to the Program?  What new key performance indicators would you like to see in the future related to the Program?  How would you define success for the Program? |  |
| General | Additional Insights | Is there anything else that we haven’t asked that you would like to share with us?  Do you have any specific recommendations or concerns about the Program that have not been discussed? |  |