

The Innovative Leadership Development Continuum

Stage	Work Focus	Decision Time Horizon	Complexity
Lead Self	Mainly <u>task</u>	1 day – 2 years	Few tasks/projects focus on task level
Emerging Leader	Mainly <u>task</u> and <u>management</u> – small leadership (focus on process)	3 months – 5 years	Begin focus on process – manage small to medium-sized project and small to medium-sized team. Set vision for department within organization, or vision for small organization. Begin to show concern about impact on the larger stakeholder group and community
Leader	Balance <u>lead</u> and <u>management</u> – some task (focus on process and system)	3 – 10 years	Manage multiple complex projects, manage medium to large team. Set vision for division or small to medium-sized company. Growing concern with the larger community and industry (beyond company)
Executive	<u>Mainly lead</u> – for some still heavy management – little task (focus on system and systems within larger systems)	5 – 20 years	Manage/lead complex enterprise – often global (company, nonprofit, or public service). Integrated focus – set vision, drive culture, and systems. Also interact and influence larger system—such as industry and government—that interact with the enterprise

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