How to Introduce **Vertical Development** to Your Organization

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The key to introducing vertical development into your organization is to **fit your approach to the organization's (and your) readiness**. These 3 steps will show you where to begin.

STEP 1 — Diagnose **your organization's** readiness

Check all that apply

☑ Our organization...

- ☐ is looking for a new approach to develop it leaders
- ☐ is sophisticated in its approach to leadership development
- ☐ needs the mindsets of its leaders to evolve and change
- ☐ has leaders who are open to public learning/vulnerability
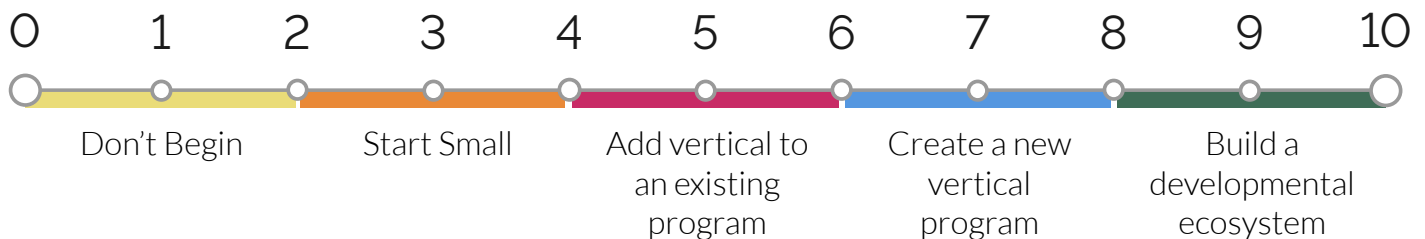- ☐ has a CEO at a late stage of vertical development

STEP 2 — Diagnose **your personal** readiness

☑ I have...

- ☐ A mandate to decide the best approach to develop our leaders
- ☐ Support from a powerful senior sponsor/s
- ☐ A deep understanding of vertical development theory/ practice
- ☐ A good ability to explain vertical development concepts
- ☐ Access to a strong external partner who can help me

STEP 3 — Choose **the best approach**

Add up all your check marks

Total Score

0	1	2	3	4	5	6	7	8	9	10

Don't Begin — Start Small — Add vertical to an existing program — Create a new vertical program — Build a developmental ecosystem

The single biggest mistake I see L&D people make is that they introduce Vertical in a way that is not a good match for the organization and their own readiness. The below will help you get the right fit for your situation and maximize the chance of success.

Your score indicates the best way to introduce Vertical to your organization.

If your overall score is:

0 - 1: Don't begin

You might be excited but you and your organization are not ready for this approach. Save yourself the pain. Be patient and wait till you get to an organization where the conditions are ripe.

2 – 3: Start small

You probably don't have a mandate to do this work but there will be small pockets of the organization who like to try new things. Start with a 'taster' session where HR and leaders can experience vertical for the first time. Build some momentum.
Use these cards: https://bit.ly/2HtUS6d - and readings: https://bit.ly/2Uwgr81 in a taster session.

4 – 6: Add vertical elements to existing programs

You probably have some programs which are already running which need new content and fresh tools. This is a perfect chance to add in a vertical assessment, CCL's Transformation cards or the introduction of the 3 conditions of vertical growth - https://bit.ly/2oscDIW.

7 – 8: Create a new vertical development program

You are in a strong position so you can create a brand-new program that is explicitly designed to help leaders evolve their mindset and expand their capacities. Find a great external partner, use the best vertical assessments and add in coaches who know how to coach people's vertical edges. You can create fast results and build momentum.

9 – 10: Build a developmental ecosystem

You have both the skills and the backing of the organization. You should use all of the organization's levers to create continuous developmental stretch for your people. You can work on: individual mindsets and behaviors but also the culture and the systems. You have the tools to bake development into the everyday rhythms of the workplace and become a true developmental organization.

Interested in Learning More?

Discover more about how to introduce Vertical Development to your organization
https://www.nicholaspetrie.com/vertical-leadership-development