

Am I still the leader this agency needs? { *questions for self-reflection* }

1 - My On-Going Effectiveness

In what ways will this agency be changing over the next five years? What skills will it take to lead those changes? Do I have them?

Are there new things I suspect this agency should be doing for its constituents that I just don't have the energy or interest in taking on?

What level of excitement do I feel most mornings on my way to the office?

What new skills or better ways of doing my job have I developed over the past couple of years? Am I eager to learn and improve my skills?

Do I continue to be effective in building the leadership and management skills of my direct reports? What new duties or responsibilities have they taken on in the past two years?

2 - Personal Barriers to Leaving: If it became clear to me that I should consider leaving my job, what personal barriers would I encounter?

Can I conceive of a career move that would potentially excite and re-energize me? Or do I assume I'll be bored and without meaning in my life?

Do I fear I could not get another job because of my age? Do I have the skills for a different kind of job?

Am I financially constrained? Do I not yet have enough set aside to retire or to work fewer hours and at a lower salary?

Are the professional identity and status I have in this job so critically important to me that I don't want to give them up?

Am I concerned about leaving some things undone in the agency?

Do I believe there is no one out there who can do this job as well as I can or could do it even adequately? Would the agency go into decline without my leadership?

3 - Organizational Barriers to Leaving

Would staff and board resist my decision to leave? Might they even feel angry or abandoned?

Would I be leaving the agency in less than good shape?

Are some key managers under-skilled and dependent on my close guidance?

Is the management team unable to run the agency for a significant period of time without me?

Is the board up to managing a leadership transition?

Are there funders and major donors whose support I assume is dependent on my presence?

Are there key relationships held by me alone?