Diagnostic checklist for systems leadership teams

This checklist reflects insights and research from academic and practitioner work on teams, public leadership and systems and has been developed through reflection on practice.[*] It is intended to be used repeatedly by systems leadership teams; something you can use as a regular part of your work together to keep you focussed on how to improve your collective and individual systems leadership capacity.

1. Work through the checklist individually and grade your systems leadership team against each of the criteria
2. Provide an overall grade for each section.
3. The most important part of using the checklist is the discussion that you then have as a team and the actions that you agree to take as a result. Until you have agreed your actions the checklist has not done its job!

	How is this leadership team's design and capability? A B C D E	What needs to shift or change and what will help this to happen?	Grade Overall
Authorising Environment	_____We have a clear sense of our mandate and our 'authorising environment' _____We keep connected to and make sense of the wider environment and adapt accordingly _____ We see ourselves as leading for/with the system/community not just our institutions		
Clarifying	_____We have a shared compelling purpose and priorities that are *clear* to all members and their constituency and linked to public value _____We have a high level of systems thinking in the group as a whole that we apply to our collective endeavour _____We do 'the real work' together involving interdependent tasks and important joint decisions		

Co-Creating	_____We have a safe environment where 'un-discussables', concerns and differences can be raised and worked with _____We have an interdependent team culture that maximises the diversity of roles and experience and complementary skills and styles needed to lead this effort _____We have explicit norms of conduct that specify what we expect of each other and regularly hold ourselves accountable to them		
Connecting	_____We actively engage all the critical stakeholders (internal/external) in our work and pay attention to the quality of those relationships _____ We actively work across sector/professional, organisational and cultural boundaries and create spaces and opportunities to harness multiple perspectives _____We actively engage and learn from others beyond our own networks		
Core Learning	_____We actively seek real-time feedback from each other and stakeholders and act on it _____We build in regular opportunities to take stock, reflect, think together and make sense of learning from practice _____We provide regular support and challenge to each other to sustain individual and collective learning and performance _____We are open to experimenting, innovating and learning from mistakes		