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STRENGTHS (Organisation)

- What does our business/team do well today?
- Where do we already have momentum or advantage?



Leadership Lens:

Which of these strengths can I amplify by leveraging my leadership signature and purpose?

W

WEAKNESSES (Organisation)

- Where are the gaps, blockers, or constraints?
- What slows us down or reduces effectiveness?



Leadership Lens:

Where can I directly influence or address these weaknesses through how I lead?

O

OPPORTUNITIES (Organisation + Knowledge Impact)

- What market shifts, customer needs, or innovations could we go after?
- Where is untapped potential for growth?
- What new knowledge, capabilities, or future skills do 'we' need to develop?



Leadership Lens:

Which of these opportunities energise me and align with my leadership impact goal or purpose?

T

THREATS (Organisation)

- What external risks, market pressures, or internal dynamics could hold us back?
- Where are we vulnerable to disruption or underperformance?
- Who do I need to partner with to mitigate these risks?



Leadership Lens:

Which threats require me to show up differently, build resilience, or stretch into a new leadership lane?