ilaria
Digital School



SERVICES FOR ORGANISATIONS

Leadership and management audit

A diagnosis of how your teams are led and managed: you learn what works and what holds you back, and you leave with an action plan to fix it.

5
assessment methods, cross-checked

2 to 3 years
between two audits, depending on your needs

On request
depending on the size of the organisation and the scope

01

WHAT'S AT STAKE

Know where your management stands, with evidence

Leadership styles, management approaches, decisions and the interactions between leaders and their teams all weigh on performance. Yet they are rarely measured.

The audit assesses them systematically. It identifies the gaps between your current practices and recognised best practices, and checks that they serve your strategic goals.

You get a solid foundation for targeted improvements, instead of actions launched on a hunch.

What the audit gives you

- Management practices aligned with your strategy
- The strengths and weaknesses of your leaders, identified
- A stronger corporate culture and more engaged teams
- Fewer conflicts, costly mistakes and departures

02

THE FORMATS

A scope that fits your question

The audit covers two complementary areas and leads to an action plan. The scope is set with you, based on what you want to find out.

Leadership skills

The style, decisions and impact of your leaders on their teams, as seen by colleagues, team members and line managers.

YOU GET

A picture of your leaders' strengths and areas for progress.

Management practices

Structure and communication, project management, performance and conflict management, the approach to skills development.

YOU GET

An assessment of your methods, with their strengths and weaknesses.

Action plan and follow-up

Personalised recommendations, turned into an action plan, then support to put them into practice.

YOU GET

A concrete plan, named owners and progress tracking.

03

HOW IT RUNS

From scoping to follow-up

An audit runs in several stages, adjusted to the size of your organisation.

1

Preparation

Audit goals defined with you, collection of preliminary information.

2

Assessment

360-degree evaluations, interviews, questionnaires, observation and analysis of team results.

3

Analysis

The cross-checked data bring out strengths and weaknesses.

4

Recommendations

Personalised recommendations and a detailed action plan.

5

Implementation and follow-up

Training and coaching for managers, regular follow-up meetings, adjustments.

What we look at in your leaders

Our criteria for effective leadership also cover relationships with the team and stakeholders, and talent development.

Communication: clear messages, active listening, open dialogue

The ability to inspire and motivate through vision and encouragement

Decision making and problem solving

04

WHO DOES WHAT

What we handle, what you bring

What you get

What you need to decide and act, not just to observe.

- The diagnosis of strengths and weaknesses, in leadership and in management
- Personalised recommendations
- An action plan: goals, resources, schedule, owners
- Monitoring mechanisms to measure the impact of the changes

Our part

- The design of the audit and its assessment tools
- Interviews, questionnaires and observation
- The analysis of the results
- The recommendations and the action plan
- Training, coaching and follow-up after the audit

Your part

- Your goals and the background information
- Access to the leaders, managers and employees involved
- The stakeholders to be consulted
- An owner for each part of the action plan

05

THE OFFER

A quote that fits your organisation

Each audit is built for you: the price depends on what we assess and on the support you choose.

On request

What shapes the quote

- The size of the organisation
- The complexity of the audit
- The assessment methods selected
- The services included, such as post-audit follow-up

The audit schedule is set with you during scoping.

06

BEFORE YOU START

Questions to ask yourself

What makes you think your management needs to change?

Do your management practices serve your strategic goals?

Do your managers give and receive regular feedback?

How are internal conflicts resolved today?

Who will own the action plan once the audit is delivered?

Next steps

01

Write to us

Your organisation, what you want to find out and the teams involved.

02

Scoping

A conversation to set the goals and scope of the audit.

03

Quote

A detailed proposal, then the preparation.

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LEADERSHIP AND MANAGEMENT AUDIT

Let’s talk about your audit

formations@ilaria-academy.com