

Leadership Drift Diagnostic Checklist

Tick the boxes that reflect your current reality. If you find more than 3 ticks in any one section, drift may already be costing you performance and momentum.

1. Strategic Clarity

- Our strategy feels vague or disconnected from daily operations
- Leaders spend more time reacting to issues than driving priorities
- Teams are unclear on what success looks like in the next 90 days
- Decisions are often delayed or escalated unnecessarily
- We revisit the same issues repeatedly without resolution

2. Leadership Behaviour

- Senior leaders step into operational tasks instead of holding others accountable
- Difficult conversations about performance are avoided or watered down
- Leaders focus on “activity” rather than measurable outcomes
- Delegation is inconsistent, creating bottlenecks
- Morale or confidence in leadership has visibly dipped

3. Culture and Alignment

- Teams work in silos, slowing collaboration
- Employees lack ownership of results and rely too heavily on managers
- Recognition of wins and progress is rare or inconsistent
- Engagement survey scores are flat or declining
- Staff turnover or disengagement is starting to increase

What This Means

If you checked:

- **0-5 boxes:** You're in good shape but need to monitor closely
- **6-10 boxes:** Drift is setting in and corrective action is needed
- **11+ boxes:** Performance is at risk and urgent reset required

How RDL Helps

RDL works with executive teams to:

- Reset strategy into clear, actionable priorities
- Build leadership accountability through coaching and behavioural frameworks
- Strengthen culture so alignment and execution stick long term

Our process is fast, practical, and designed to relieve pressure from the CEO and senior leaders, not add to it.

RDL: Results Driven Leadership

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