

Leadership Septagon:
Exercise for assessing your strengths and areas for development

Through self-reflection, describe your strengths and areas for development in terms of each of the roles you perform.

Role	Strengths	Areas for development
Leader		
Manager		
Coach		
Trainer		
Mentor		
Consultant		
Sponsor		

The Leadership Septagon is a concept of seven roles (each of which has its own scope of responsibilities), which a leader assumes to varying degrees and depending on the situation and context. Each role requires being or not being a so-called SME - subject matter expert - a person possessing expert knowledge in a given area.

1. Manager - creates processes, oversees the schedule, project scope, budget, roles, and responsibilities of team members. Gives feedback, is responsible for setting goals and monitors the path to achieving them [can be an SME]
2. Trainer - trains, creates training plans, assesses development [is an SME]
3. Consultant - shares knowledge, advises, analyzes, and designs changes, possesses the latest knowledge from their area [is an SME]
4. Sponsor - is a guardian of the process, or the development of a given person in the organization, supports, helps gain contacts and financing for the venture [is not an SME]

5. Mentor - shares knowledge, supports in development, points the way, recommends actions, steps; supports the "mentee" working on the basis of their own knowledge and experience [is an SME]

6. Coach - supports development by asking the right questions; supports the "coachee" working on the basis of the knowledge and experiences of that person [is not an SME]

7. Leader - points the way, inspires, builds a vision, supports in development, removes obstacles [is not an SME]