

# HOW TO EVALUATE A LEADERSHIP DEVELOPMENT PROGRAM FOR SENIOR LEADERS

## A Checklist for Selecting the Right Partner for C-Suite Development

Senior leaders have different needs than high-potential managers or mid-level employees. When evaluating a leadership development program for executives, use this checklist to ensure the program aligns with both organizational goals and individual growth.



### PROGRAM DESIGN & PHILOSOPHY

- ☐ Is the program tailored specifically for senior executives (C-Suite, SVPs, EVPs)?
- ☐ Does it focus on strategic leadership, decision-making, and organizational impact—not just basic leadership skills?
- ☐ Is the program grounded in proven coaching methodologies and leadership science?
- ☐ Does it balance short-term performance improvement with long-term leadership growth?



### COACHING QUALITY & EXPERTISE

- ☐ Do the coaches have real-world executive leadership experience?
- ☐ Are coaches trained and credentialed in executive coaching (e.g., ICF, recognized methodologies)?
- ☐ Is there a strong match process to align executive participants with the right coach?
- ☐ Does the program offer confidentiality and trust to ensure executives can be candid?



### CUSTOMIZATION & FIT

- ☐ Can the program be customized to your organization's culture and business strategy?
- ☐ Does it address both individual leadership styles and organizational needs?
- ☐ Is there flexibility to adapt the program for different executive roles (CEO vs. CFO vs. CHRO)?
- ☐ Does it integrate well with your existing leadership development initiatives?



### MEASUREMENT & ROI

- ☐ Are there clear success metrics and KPIs tied to organizational outcomes?
- ☐ Does the program include pre- and post-assessments to measure progress?
- ☐ Is there a proven track record of delivering ROI and measurable impact on leadership effectiveness?
- ☐ Are testimonials, case studies, or client success stories available?



## PROGRAM STRUCTURE & EXPERIENCE

- ☐ Is the program delivered through a balance of 1:1 coaching, peer interaction, and applied learning?
- ☐ Does it provide senior leaders with safe space for reflection and growth?
- ☐ Is the cadence and duration appropriate for executive schedules (not too light, not too disruptive)?
- ☐ Are there touchpoints that ensure accountability and sustained development over time?



## ORGANIZATIONAL ALIGNMENT

- ☐ Does the program help foster a culture of leadership excellence across the enterprise?
- ☐ Will it build bench strength for succession planning at the highest levels?
- ☐ Is it aligned with your company's values and strategic priorities?
- ☐ Does the program prepare executives to lead through uncertainty, transformation, and change?



## DECISION READINESS

- ☐ Have you engaged C-suite stakeholders in the evaluation process?
- ☐ Do executives see the program as an investment in them, not a remediation effort?
- ☐ Is there alignment between HR, the Board, and the executive team on the need for coaching?



Use this checklist to compare potential leadership development providers side-by-side. When you're ready, schedule a conversation with Robertson Lowstuter to explore how our executive coaching programs help senior leaders achieve peak performance while driving organizational excellence.

## CONTACT US

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