

Leadership Growth: Reflection & Roadmap

This Leadership Growth Roadmap integrates the insights from your Synthosys 360° Leadership Assessment—spanning Leadership Styles, Discretionary Leadership, the TIC Model, and more—into actionable goals. Designed around the ROGUE Reflection Prompt, this framework helps you turn your assessment results into a structured and meaningful path for growth.

You can apply the ROGUE model to your overall results or focus on specific sections for deeper insights and targeted reflection.

<i>Reality</i>	○ What was your perception of your leadership before completing the assessment? ○ How did you expect others to perceive your leadership behaviours, style, and impact? ○ Were there behaviours or patterns you thought would stand out, and were they reflected in the feedback?
<i>Outcome</i>	○ What themes or insights stand out most in the feedback from peers, direct reports, and managers? ○ Which outcomes align with your expectations, and which ones surprise you? ○ How do these outcomes reflect your team's or organisation's needs?
<i>Gap</i>	○ Where are the most significant gaps between your perception of your leadership and the feedback provided? ○ What might be driving these gaps (e.g., communication, blind spots, situational factors)? ○ How are these gaps impacting your team's performance, individual relationships, or organisational goals?
<i>Understand</i>	○ What do these gaps reveal about your leadership approach? ○ What insights do the feedback patterns reveal about your underlying behaviours or tendencies, and how might these be shaping your leadership? ○ How would closing these gaps strengthen your leadership and accelerate growth for you and your team?
<i>Evaluate</i>	○ What specific actions can you take to address the gaps or build on your strengths? ○ How will you assess whether these actions are effective in achieving your desired outcomes? ○ What resources or support could help you sustain meaningful change? ○ What makes this approach the best course of action for your leadership and organisation?

Leader Insight

Reality	I tend to take on too much myself, which my team notices. Although peers value my communication and management skills, there's feedback that I should delegate more and trust the team to take ownership. My style leans toward coaching and affiliative, but I sometimes slip into micromanaging under pressure.
Outcome	I want to create a more empowered team culture where individuals feel trusted, accountable, and able to innovate. Success for me would mean less dependence on my direct control, more distributed leadership, and stronger team resilience. I'd like my impact to be measured not just by outcomes but also by how my team grows.
Gap	There is a gap between my intention to empower and the perception that I still hold on to tasks or criticise too quickly. While I value trust and collaboration, feedback shows I need to step back more often and reduce over-involvement. My discretionary profile shows stronger ownership and teaching than delegating and learning.
Understand	I recognise that I default to control when deadlines are tight. This likely comes from wanting to protect standards, but it unintentionally limits others' growth. The culture results suggest I'm seen as creating and connecting, but not as strong on enabling control structures—this imbalance may frustrate team members who crave autonomy.
Evaluate	I'll focus on developing delegation skills and building psychological safety. Specifically, I will: (1) schedule more structured check-ins rather than managing every detail, (2) practice active listening in meetings, and (3) invite others to lead small projects as growth opportunities. Measurement will be team feedback on feeling trusted, and my own ability to maintain focus on strategic priorities rather than operational detail.

Leader Growth Roadmap

FOCUS AREA	ACTION PLAN	DESIRED OUTCOME	MEASUREMENT	TIMELINE
Delegation & Empowerment	Intentionally assign ownership of projects to team members; resist stepping in unless critical. Hold regular review sessions to support, not micromanage.	Increased trust and autonomy in the team; members feel more accountable.	Direct reports report higher trust and autonomy in open feedback; fewer "leader does everything" comments.	Within 3-6 months.
Active Listening & Empathy	Practice deep listening in one-to-one and team meetings. Ask clarifying questions before offering solutions.	Stronger emotional connection with team; team members feel heard and valued.	Survey or pulse-check after meetings on whether members feel their input is considered.	By next quarter.
Strategic Focus	Block time weekly for strategic priorities; delegate operational details. Use peers/managers as accountability partners.	Leader maintains focus on long-term goals rather than firefighting.	Leader self-reflection + peer feedback on ability to prioritise effectively.	6 months.
Innovation & Creativity	Create safe spaces (e.g., monthly "ideas forum") where team members propose solutions without judgement. Reward contributions, even if not implemented.	Culture of innovation and psychological safety.	Number of new ideas trialled; feedback from team on safety to speak up.	6-9 months.
Feedback & Recognition	Establish structured recognition moments in meetings (e.g., "wins of the week"). Ask peers for feedback on own delegation	Team motivation and morale improve; leader receives consistent feedback for growth.	Increase in recognition scores and qualitative comments in next 360.	Ongoing, with quarterly review.
Cross-Functional Collaboration	Actively engage in cross-department initiatives, positioning team contributions within wider organisational goals.	Stronger alignment and visibility across organisational culture.	Feedback from peers on collaboration effectiveness.	Within 6 months.