

Growing Leaders Development Plan

Scaling Tools | Tool 36 | swirltoscale.com

Scaling a company means scaling leadership. At some point, the founder can't be in every room—and shouldn't be. The question becomes: are you growing leaders who can lead without you? This plan helps you identify, develop, and empower the next generation of leaders in your organization.

"The ultimate test of a leader isn't whether they can solve every problem. It's whether they've built leaders who can."

— From Swirl to Scale

Company

Completed By

Date

1. Identify Emerging Leaders

Who on your team has the potential to lead more? Use your 9-Box and People Fit results to inform this.

Name	Current Role	Leadership Potential (H/M)	Readiness (Now / 6mo / 12mo)	Development Area

2. Development Approaches

For each emerging leader, choose 1–2 approaches:

Approach	Description
Stretch Assignment	Give them a project outside their comfort zone with real stakes
Mentorship	Pair them with a senior leader (internal or external) for regular guidance
Decision Ownership	Hand them RAPID 'D' authority on a meaningful decision
Meeting Leadership	Let them facilitate a Weekly Progress or Monthly Alignment meeting

Approach	Description
Cross-Functional Exposure	Rotate them into a different team's rhythm for a quarter
External Learning	Invest in coaching, courses, or peer groups (e.g., YPO, EO)

3. Individual Development Plans

Leader 1

Name & Current Role

Target Role / Responsibility (in 12 months)

Development Approach(es)

Specific Action for This Quarter

How We'll Measure Progress

Leader 2

Name & Current Role

Target Role / Responsibility (in 12 months)

Development Approach(es)

Specific Action for This Quarter

How We'll Measure Progress

Leader 3

Name & Current Role

Target Role / Responsibility (in 12 months)

Development Approach(es)

Specific Action for This Quarter

How We'll Measure Progress

4. Succession Risks

Which roles have no backup if the current person leaves?

What's our plan to close the most critical succession gap?