

5-MINUTE PEOPLE DISCOVERY

CHECKLIST



Is your leadership pipeline future-ready for the Middle East?

LEADERSHIP READINESS	STATUS		
Do you know which managers could step into critical roles tomorrow?	Yes ☐	No ☐	Unsure ☐
Is readiness measured against high-performance and succession standards, or just tenure?	Yes ☐	No ☐	Unsure ☐

AGILITY & RESILIENCE	STATUS		
When priorities shift, do your leaders adapt quickly – or stall?	Yes ☐	No ☐	Unsure ☐
Can they sustain performance under pressure and uncertainty?	Yes ☐	No ☐	Unsure ☐

CULTURAL INTELLIGENCE	STATUS		
Do they inspire trust and performance across nationalities, generations, and genders?	Yes ☐	No ☐	Unsure ☐
Are they role models for collaboration in diverse Middle East workplaces?	Yes ☐	No ☐	Unsure ☐

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DECISION AGILITY	STATUS		
Can they make sound calls when data is incomplete?	Yes ☐	No ☐	Unsure ☐
Do they balance risk with opportunity in high-growth, fast-moving markets?	Yes ☐	No ☐	Unsure ☐

FUTURE SKILLS	STATUS		
Are they building capabilities in innovation, digital fluency, AI adoption, and stakeholder influence?	Yes ☐	No ☐	Unsure ☐
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SCORING YOURSELF

- **Mostly Yes:** Strong foundation – validate with data to accelerate growth.
- **Mix of Yes/No/Unsure:** Risk zone – assess before your next promotion or succession call.
- **Mostly No:** High exposure to underperformance, attrition, and costly mis-hires.