

The RESOLVE Pre-Conditions Checklist

Before you sign the Charter, work through this.

The RESOLVE Leadership Charter is a behavioural contract, and like any serious commitment it can only be honoured if the foundations are in place to support it. This checklist sets out the seven pre-conditions for meaningful adoption. Some will already be in place. Others will require deliberate work. In every case, an honest assessment against these questions is itself an act of Relentless Honesty with Reality: the first discipline, and usually the hardest.

For each question, tick the box only if you could defend the answer to your own leadership team.

1. A Clear, Shared Enterprise Purpose ORGANISATION

Do we agree on why this organisation exists and what it is trying to achieve?

- ☐ Each member of the leadership team could describe our strategic direction independently, and the descriptions would align.
- ☐ We have explicitly discussed and reconfirmed our enterprise purpose as a leadership team within the last year.
- ☐ There are no fundamental disagreements about direction that we have been avoiding.

2. A Stable Leadership Team ORGANISATION

Is our leadership team settled enough to make and sustain a collective commitment?

- ☐ The team that would sign the Charter is likely to be the same team in twelve months.
- ☐ There are no unresolved questions about leadership team composition that would undermine the commitment.
- ☐ There are no performance issues within the leadership team that need to be addressed before a collective standard can be credible.

3. Sufficient Trust Within the Leadership Team LEADERSHIP TEAM

Can we challenge one another honestly without it becoming personal or political?

- ☐ The last time a member of this team raised an uncomfortable truth, it was heard rather than punished.
- ☐ Leaders speak the same way in the room as they do outside it.
- ☐ There are no interpersonal dynamics within the team that would prevent honest peer challenge.
- ☐ There is no leader whose presence in the room changes what others are willing to say.

4. Willingness to Confront Reality LEADERSHIP TEAM

Are we genuinely prepared to hear and act on uncomfortable truths?

- ☐ The leadership team has recently conducted an honest assessment of its own behaviour under pressure.
- ☐ There are no known issues the team has been avoiding rather than confronting.
- ☐ If the RESOLVE Leadership Diagnostic reveals that our behaviour does not match our declared standards, we are prepared to act on that finding.

5. Governance Foundations ORGANISATION

Do we have the basic structures to support disciplined decision-making?

- ☐ The leadership team meets regularly, with a consistent agenda and full attendance.
- ☐ Decision-making authority is clearly understood, even where it is not formally documented.
- ☐ There is a mechanism for reviewing leadership behaviour, not just business performance.
- ☐ The leadership team has formally reviewed and reconfirmed strategic direction within the last year.

6. Individual Leader Readiness INDIVIDUAL

Is each leader personally prepared to hold themselves to this standard?

- ☐ Each leader has completed the RESOLVE Leadership Diagnostic honestly and reflected on their results.
- ☐ No leader's behaviour under pressure consistently contradicts the disciplines the Charter requires.
- ☐ Each leader is willing to receive peer challenge about their own behaviour.
- ☐ Any development needs have been identified and are being addressed before that leader signs.

7. Absence of Unresolved Structural Dysfunction ORGANISATION

Are there fundamental organisational problems that must be addressed first?

- ☐ The organisation is not currently in a crisis that would consume the leadership team's attention entirely.
- ☐ The owners or board actively support the kind of disciplined leadership behaviour the Charter requires.
- ☐ There are no structural ambiguities, such as unclear roles, overlapping responsibilities or confused reporting lines, that would create friction.
- ☐ The leadership team has sufficient capacity to commit time and attention to embedding a new standard.

The Readiness Summary

For each pre-condition, record whether it is met, partially met, or not met. Where a pre-condition is partially met or not met, name the specific work required. Be honest; the value of this exercise is in what you are willing to write down.

Pre-condition	Met	Partial	Not met	Action required
1. Clear, shared enterprise purpose	☐	☐	☐	
2. Stable leadership team	☐	☐	☐	
3. Sufficient trust	☐	☐	☐	
4. Willingness to confront reality	☐	☐	☐	
5. Governance foundations	☐	☐	☐	
6. Individual leader readiness	☐	☐	☐	
7. Absence of structural dysfunction	☐	☐	☐	

All seven met

The leadership team is ready to proceed. Complete the diagnosis with the full RESOLVE Leadership Diagnostic, then begin Step 1 of the RESOLVE Implementation Roadmap: Commit.

One or two partially met

Proceed with care. Name the work required against each, assign ownership, and build that work into your plan for the first steps rather than leaving it to resolve itself. It will not.

Three or more partially met, or any not met

Do the foundation work first. Adopting the Charter prematurely and watching it fail is more damaging than the absence of one, because it teaches the organisation that leadership commitments are not real. The full Pre-Conditions document, part of the RESOLVE implementation pack, covers the work each foundation requires.

When the foundations are in place, the next step is the Charter itself: read it, sign it, and hold it. For support embedding what the Charter commits to, visit resolvetolead.com.