

Building Leadership Systems That Scale Organizational Performance

Comprehensive leadership development Christina Tangora Schlachter, Ph.D.



The Challenge

As a SAAS organization grew, new supervisors are often promoted for technical expertise rather than leadership capability. Without a consistent leadership framework, managers receive inconsistent training, expectations varied across departments, and coaching, performance management, and succession planning were fragmented. The result was slower leader readiness, inconsistent employee experiences, and limited internal leadership pipelines.



My Approach

Designed a comprehensive leadership development roadmap that treated leadership development as a business system, not a collection of training courses.

The program aligned executive expectations, organizational strategy, supervisor capability, and employee development into a repeatable framework that could support hiring, onboarding, coaching, performance management, and future leadership succession.

Business Impact



Create consistent leadership expectations across the organization



Strengthen internal leadership pipelines



Build a culture where leadership is continuously developed and reinforced

Consistent Framework.
Stronger Leadership Outcomes.

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Leadership development begins with a clear definition of the leaders an organization needs to achieve its strategy.

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Key Insight

Rather than focusing only on classroom learning, the program **embedded leadership behaviors into everyday management practices** and created a sustainable model where experienced leaders became teachers and mentors for future leaders.

The Framework



**Define
Leadership
Success**



**Assess
Leader
Readiness**



**Develop
Core
Leadership
Capability**



**Reinforce
Through
Practice**



**Sustain the
System**