SXD Readiness Scorecard

Is your leadership training ready for Shift Experience Design?

Use this when…

- You're running leadership programs, but you're not sure if they're really changing how people lead.

- You feel you're doing *a lot* of training, but strategy, culture, and customer experience aren't shifting fast enough.

- You're considering **Shift Experience Design (SXD)** and want an honest picture of where you are now.

You can answer this alone, with HR/L&D, or with your leadership team.
Later, you can also have your **whole organization** answer this on a dedicated page.

How to Use This Scorecard

1. **Choose your scale**
   For each statement, rate how true it is for your organization:

   - **1** – Not true at all

   - **2** – Slightly true

   - **3** – Somewhat true

   - **4** – Mostly true

   - **5** – Very true

2. **Answer honestly**
   Don't answer based on what you wish is true. Answer based on what you actually see today.

3. **Look at patterns, not perfection**
   After you rate all 15, look at which **areas** are strong and which ones feel weak or "bitin."

Area 1 – Strategy & Purpose Fit

Do our leadership programs really support how we plan to win?

1. **Our leadership programs are clearly connected to our strategy.**
   When we run leadership training, people understand how it helps us win, not just that it's "nice to have."

2. **We choose topics based on real business problems, not just trends.**
   We don't run a program just because it's popular; we run it because it addresses real pain in our business.

3. **Leaders can explain how their learning links to our goals.**
   After a program, leaders can say, "Because of this, here's how I'll lead differently to support our strategy."

If scores are low here…
Your training may be good, but not clearly *strategic*. It's activity-rich, impact-light.
Your next shift: pick *one* program and make its link to strategy painfully clear.

Area 2 – Design & Methods

How do we actually design the learning experience?

4. **Most of our leadership programs still look like lectures with some activities.**
   The main design is still someone talking in front, with a few group exercises.

5. **We rarely use our own real cases and tough decisions in the program.**
   Most examples are generic; we don't consistently bring our real conflicts, customer issues, or strategy dilemmas into the room.

6. **We design around content more than around behavior shifts.**
   Our planning sounds like, "What topics do we cover?" more than, "What do we want leaders to actually do differently after this?"

If scores are low here…
You're still very **content-driven**, not **behavior-driven**.
Your next shift: for your next program, start with this question:

"After this session, what should leaders *do differently* at work?"

Then design backward.

Area 3 – Application & Follow-Through

What happens after the workshop day?

7. **We have a simple rhythm to help leaders apply what they learned.**
   For example: post-session huddles, coaching, small experiments, or check-ins.

8. **Our programs include tools leaders can keep using on the job.**
   Leaders leave with checklists, scripts, or simple frameworks they can bring to meetings.

9. **We expect and track real behavior change after a program.**
   Someone is watching: "Did meetings change? Did decisions change? Did conversations change?"

If scores are low here…
Training probably feels good in the room… then disappears by Monday.
Your next shift: add **one tool** and **one follow-up touchpoint** to your next program.
Don't perfect it. Just make sure the learning *leaves* the room.

Area 4 – Culture & Leadership Behavior

What kind of leadership behavior does our training really produce?

10. **Our training helps leaders handle real conflict and tough conversations.**
    Leaders don't just learn concepts; they practice what to say and do when things get uncomfortable.

11. **Leaders see themselves as shapers of culture, not just participants in training.**
    After programs, leaders see culture as *their* job, not just HR's.

12. **We see visible shifts in how leaders show up after major programs.**
    People actually notice: "Uy, iba na mag-lead si boss ngayon."

If scores are low here…
You're producing **informed** leaders, not **transformed** leaders.
Your next shift: pick one behavior that really matters—feedback, accountability, or conflict—and make leaders *rehearse it* in the session.

Area 5 – Measurement & Ownership

How do we know it's working—and who really owns this?

13. **We look beyond smile sheets and attendance when we evaluate training.**
    We don't stop at feedback forms; we ask, "What changed in behavior, results, or experience?"

14. **Someone at the top actively owns leadership development.**
    A senior leader (or group) treats leadership development as strategic, not just a calendar of activities.

15. **We're willing to experiment with new ways of designing leadership experiences.**
    We're open to trying a different design—like Shift Experience Design—if it can help us get better results.

If scores are low here…
Training is likely seen as cost or compliance. As long as the calendar is full, people feel "okay na."
Your next shift: invite *one* senior leader into the design conversation and ask:

"If we run this program well, what should be different in 90 days?"

Make *that* your measure of success.

How to Read Your SXD Readiness Scorecard

You've answered the 15 questions. Now what?

You don't need to overcomplicate this. Just look at each area and ask: *"Anong kwento sinasabi nito?"*

Area 1 – Strategy & Purpose Fit

Do our programs really support how we plan to win?

If your scores are mostly **4–5** here:
You're not just doing training for the sake of training. People can already see a line between leadership programs and strategy. That's a strong base for SXD.

If your scores are mostly **2–3**:
You're doing good things, but they aren't clearly tied to the game you're trying to win. Leaders may enjoy the sessions but still ask, "So what does this have to do with our real targets?"

If your scores are mostly **1**:
Training is probably seen as an "HR activity," not a strategic lever. This is a red flag—but also a big opportunity. Your first Shift Experience should clearly connect to a visible business priority.

Next shift to explore: Pick one leadership program and make its link to strategy painfully clear: "This exists because we want to win *here*… in *this* way."

Area 2 – Design & Methods

How do we actually design the learning experience?

If your scores are mostly **4–5**:
You're already moving beyond lectures. You use real cases, and you're starting to design around behavior, not just topics. You're closer to Shift Experience Design than you think.

If your scores are mostly **2–3**:
You're in transition. You still rely a lot on slides and lectures, but you've tried some experience-based work. People feel the difference when it happens—but it's not yet your default.

If your scores are mostly **1**:
Your design is still very traditional: talk, talk, activity, talk, evaluation form. Participants may say "ang galing," but Monday looks the same.

Next shift to explore: For your next program, start with the question: "What do we want leaders to do differently after this?" Then design backward—from behavior to content, not the other way around.

Area 3 – Application & Follow-Through

What happens after the workshop day?

If your scores are mostly **4–5**:
You already have some rhythm—huddles, tools, coaching, quick experiments. People don't just disappear after the session. This is core SXD behavior.

If your scores are mostly **2–3**:
You want follow-through, but it's hit or miss. Sometimes there's coaching; sometimes there's none. Tools exist, but they're not consistently used.

If your scores are mostly **1**:
Training is a one-day event. People go back to work with a certificate and maybe a manual —but no simple way to apply what they learned.

Next shift to explore: Start tiny. Pick one program and add:

- one simple tool they can bring to work, and

- one follow-up touchpoint (a huddle, a quick call, a check-in form).

Don't perfect it. Just create **one more step after the seminar.**

Area 4 – Culture & Leadership Behavior

What kind of leadership behavior does our training really produce?

If your scores are mostly **4–5**:
You're already seeing visible change. People can say, "Iba na mag-lead si boss." Training is not just information; it's shaping how leaders show up.

If your scores are mostly **2–3**:
Sometimes you see change, sometimes you don't. It depends on the person, the boss, or the topic. There's impact—but it's not yet reliable.

If your scores are mostly **1**:
You might be producing informed leaders, not transformed leaders. They know the words, but when conflict, pressure, or politics show up, old habits win.

Next shift to explore: In your next program, build in **real practice** around one painful behavior: feedback, conflict, accountability, owning mistakes. Make them rehearse the hard stuff.

If culture is the game, **behavior is the ball.**

Area 5 – Measurement & Ownership

How do we know it's working—and who really owns this?

If your scores are mostly **4–5**:
Leadership development is treated as strategic. Someone at the top cares, asks hard questions, and is willing to try new designs. That's gold.

If your scores are mostly **2–3**:
Leaders nod when you talk about development, but they're not fully owning it. You're measuring more than smile sheets, but the story is still fuzzy.

If your scores are mostly **1**:
Training is likely seen as cost or obligation. No one is truly accountable for behavior change. As long as the calendar is full, people feel "okay na."

Next shift to explore: Invite one senior leader into the design conversation.
Ask them: "If we run this program well, what should be different in 90 days?"
Make that your success measure.

The Story Behind Your Score

You don't need perfect scores to start. If you're seeing: "We're doing a lot, but leaders aren't shifting fast enough," that's already your signal.

Use this Scorecard to:

- Pick **one area** to improve first

- Choose **one program** to redesign as a Shift Experience

- Start a better conversation with your leaders about moving
  from **training as an event**
  to **experiences that actually change how people lead**

That's all SXD is, really: One honest mirror. One clear next shift. Then another.

Want Your Whole Organization to Use This?

If you want:

- your **HR team**,

- your **managers**, or

- your **executive team**

to all answer this Scorecard, we can set up a **separate page** just for your organization, with this tool and a short video explaining how to use it.

You can then compare patterns and start better conversations:

- Where are we strong?

- Where are we stuck in old-school training?

- Where do we need a Shift Experience next?

Contact us if you'd like a dedicated SXD Readiness Scorecard page for your organization.

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Then design backward—from behavior to content, not the other way around.

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Invite one senior leader into the design conversation.
Ask them:
"If we run this program well, what should be different in 90 days?"
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Putting It All Together

You don't need a perfect score to start with SXD.

In fact, if you feel: "We're doing so much, but leaders aren't shifting fast enough."

then you're exactly the kind of organization this Scorecard was built for.

Use it to:

- Choose **one area** to improve first

- Design **one pilot Shift Experience** around a real business need

- Start a better conversation with your leaders: *"How do we move from training as an event to experiences that actually change how we lead?"*