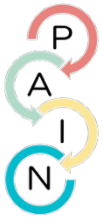


The PAIN Audit



At your table, name one real leadership friction point — the friction, not the symptom — then work it through all four steps.

THE FRICTION WE'RE WORKING

P Pinpoint

The real problem — the friction, not the symptom.

A Analyze

Root causes — what leadership behavior sustains it?

I Ideate

Solutions — what could shift the condition?

N Next Steps

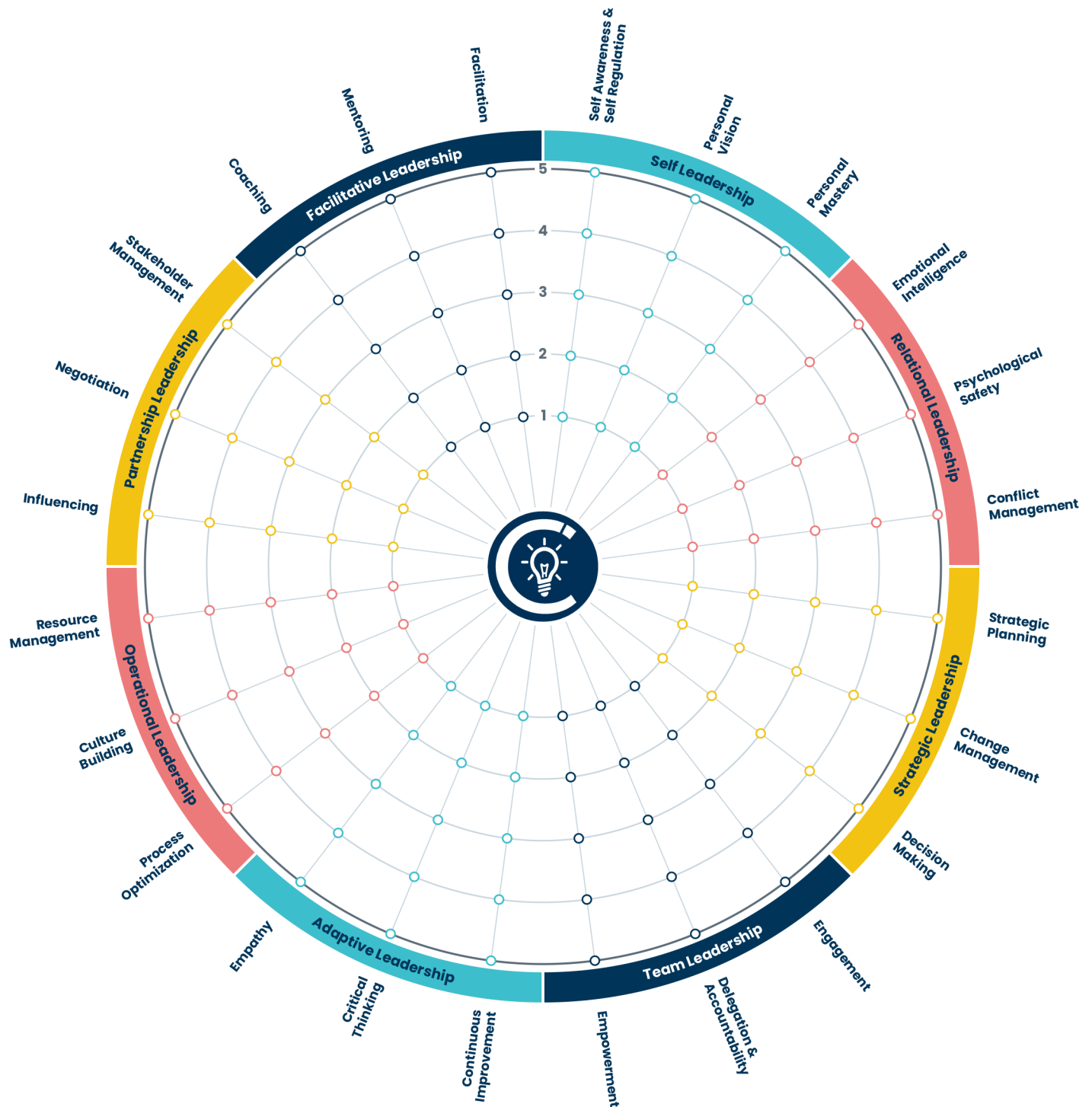
The smallest move you could make this quarter.

KatAnu Leadership Growth Wheel

Self-Assessment Handout

Score yourself 1-5 on each skill. Mark a dot on every spoke, then join the dots to reveal your leadership profile.

1 = Developing | 2 = Emerging | 3 = Competent | 4 = Strong | 5 = Mastery



www.katanu.com

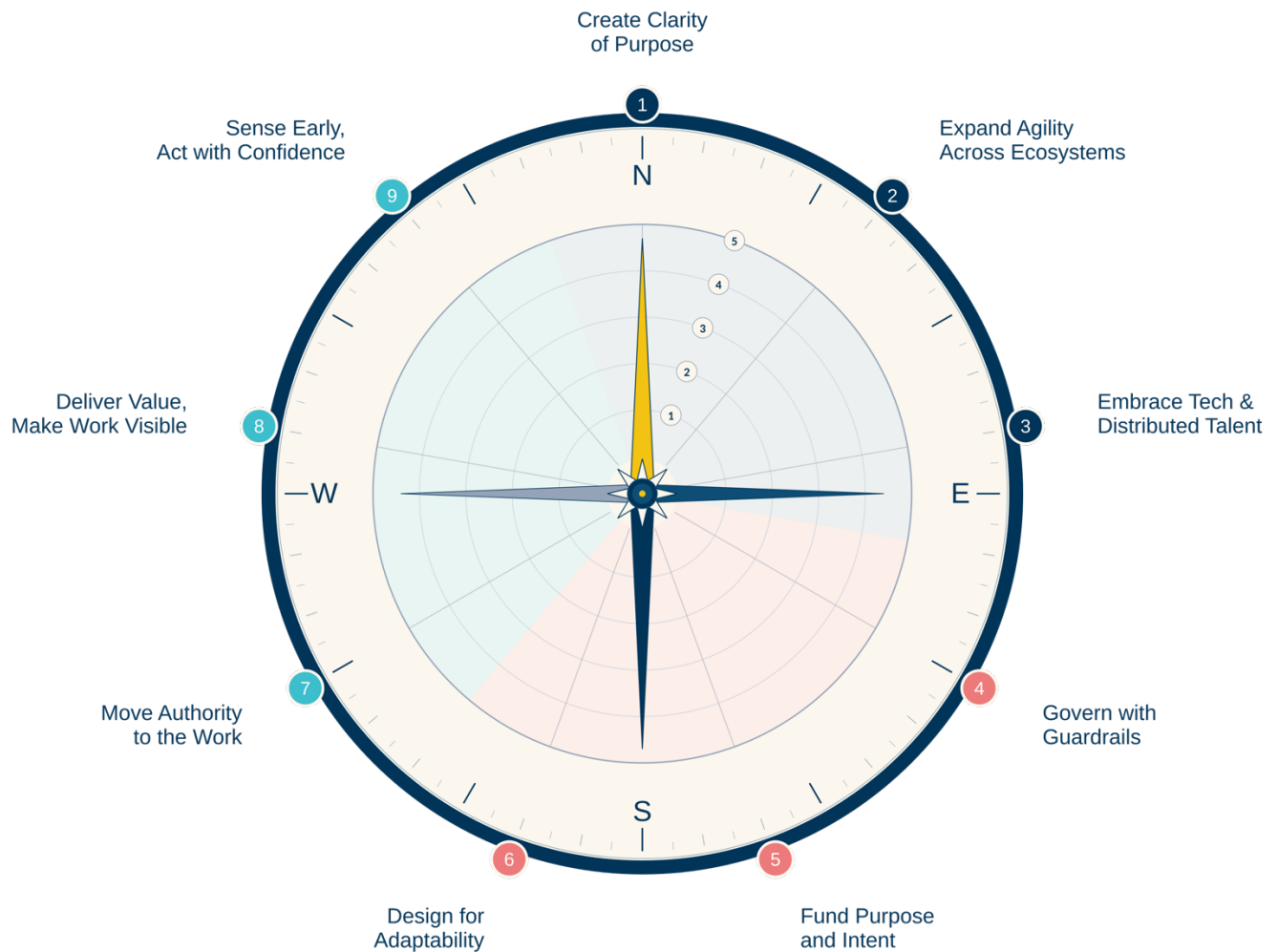
To schedule a results review or action planning session, contact info@katanu.com

The Enterprise Agility Compass

Score yourself 1-5 on each skill. Mark a dot on every spoke, then join the dots to reveal your leadership profile.

1 = Developing | 2 = Emerging | 3 = Competent | 4 = Strong | 5 = Mastery

The shape tells the story: a lopsided compass is a warning; your widest gap is where one leadership decision unlocks the next phase.



Guardrails over Gatekeepers

Commit to replacing ONE gatekeeper behavior you personally control with a guardrail that enables team autonomy.

A GATEKEEPER I'LL DROP

A bottleneck I personally control — an approval, a sign-off, a status I gate.

A GUARDRAIL I'LL SET

A system that lets the team move without me — clear boundaries, autonomy inside them.

Back at your table, talk through what you're taking away. Use the prompts to guide it and capture the commitments and ideas worth continuing.

TALK IT THROUGH

- What's the one gatekeeper behavior you're dropping — and why that one?
- Which of your lowest-scoring skills surprised you most?
- Where did someone else's wheel look completely different from yours?
- What will you do differently on Monday?

Worth continuing

Capture the ideas and people from your table conversation you want to follow up with.

WHO / WHAT CAME UP	THE IDEA WORTH KEEPING	MY FOLLOW-UP

Stop scaling frameworks. Start scaling leadership.

Anu Smalley + Kate Megaw | Team KatAnu • PMI Agile 2026

