LACAS · The legacy test

What will still work after you leave, and are you building it this year?

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	Test question	Baseline today and evidence	Rating 1 to 5	Lead indicator	SPARK result	Budget line	Owner	Status this quarter
L	**Long-term projects** If the market shifts, will our long-term projects pivot, or stay anchored to the past?							
A	**Advantage** Does the business keep renewing its advantage without you, on products, cost, services and business model, faster than rivals can copy?							
C	**Culture and people** A deep bench of leaders, or a cult of personality?							
A	**AI** Is AI a transformation and growth lever, sensing tomorrow, not just reading yesterday faster?							
S	**Shock readiness** When a shock hits, do we just survive, or gain share?							

Rating: 1 depends entirely on you · 3 works with your regular attention · 5 works without you. No evidence, no rating.

Funding: from bad cost, never maintenance. Will it still deliver after you leave?

Gate: if your team cannot move the indicator this quarter, it is a result, not a lead indicator.

Status: on track · watch · SPARK focus (the measure is tested again next quarter).

Chief Executive Officer

Chief Financial Officer

Date of submission

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