

AN INVOLVEMENT SYSTEM TO IMPROVE LEADERSHIP EFFECTIVENESS

What is the most sustainable impact on organisational performance?

Applying the AskYourTeam involvement system to improve and support leadership effectiveness, for new and seasoned leaders helps increase in organisational performance and drive productivity. **Here's how:**

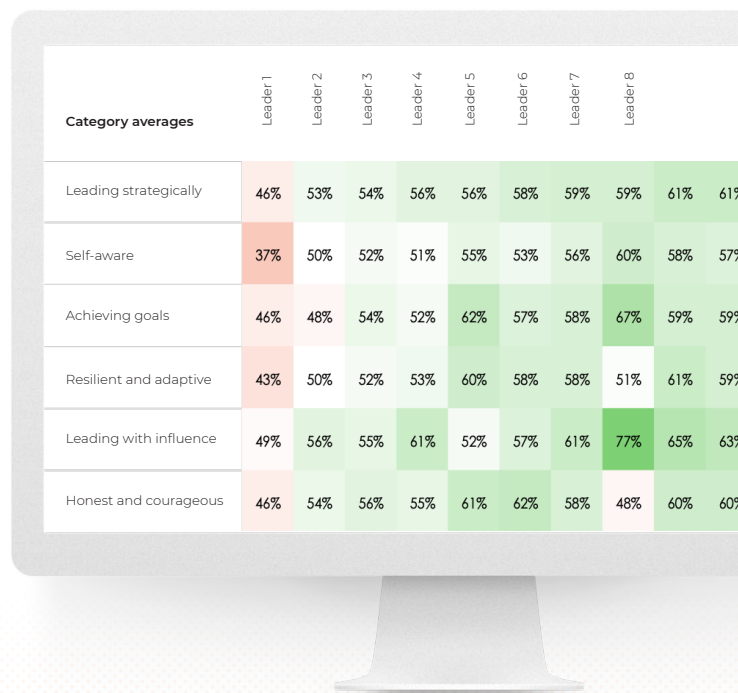
1. Deliver people-led insights into CEO performance
 Whether new in the CEO role, or established as a leader or a board member, AskYourTeam can provide an unfiltered, anonymised, and unbiased view of performance at an individual, team and organisational level. Better information for better decisions everyday.

2. Provide a consolidated view of leadership strengths and opportunities
 Gain a comparative view of how all leaders are performing, through the eyes of the people they lead. Identify and promote best practice; celebrate success and course correct where required.

3. Quantify and accelerate the impact of Leadership frameworks
 Finally a way to implement and maintain a framework in the most consistent, effective and efficient way. Including the ability to instantaneously measure individual results or organisational competency levels and trends.

4. Supporting customised leadership frameworks
 AskYourTeam can also work with you to develop a new, customised framework tailored to your individual organisation's unique development needs.

5. Help individual leaders understand their strengths and opportunities, and drive self-improvement
 Encourage self-awareness and identify areas of focus for improvement and development. Leaders have a view of their own performance in comparison to their peers and drive their own improvement through collaboration and sharing of best practice with their colleagues.





6. Differentiate between operational and leadership barriers to success at an individual team level.

AskYourTeam provides insights into operational, functional and leadership aspects of all of your senior people through the eyes of their team to help develop customised individual development plans.

7. Provide clarity on measurement of progress

Our simple, effective and visual analytics enable leaders to quickly and easily identify progress, to inform ongoing action.

8. An early warning system

AskYourTeam analytics can help signal pending leadership challenges and emerging talent to be nurtured.

Questions	Leader 1	Leader 2	Leader 3	Leader 4	Leader 5	Leader 6	
My manager develops effective short and long term goals that align with our strategy.	47%	49%	49%	51%	52%	53%	54%
My manager openly seeks feedback on their performance.	52%	43%	43%	60%	45%	49%	65%
My manager is driven to achieve ambitious outcomes.	48%	45%	54%	49%	55%	48%	51%
My manager makes the hard decisions in an effective way.	40%	50%	54%	52%	52%	55%	50%
I am motivated by the way my manager communicates.	51%	52%	44%	48%	51%	55%	50%
My manager's behaviour reflects our organisation's values.	43%	51%	51%	47%	55%	57%	56%

In summary:

AskYourTeam provides real insights for leaders to become more effective, make more informed decisions, and achieve better results. We do this through access to facts, data and insights from the people they lead, on the aspects that have been proven to have the biggest impact on leadership.

AskYourTeam will help leaders of all levels to:

- > Underpin critical conversations and reduce bias through objective third party data and facts
- > Increase self-awareness
- > Identify best practice for success transfer
- > Create customised, individual leadership plans
- > Measure progress over time using a single platform and a continuous involvement approach
- > Create high performing and committed teams through demonstrated self-awareness and continuous self-improvement
- > Lift overall organisational performance and productivity

"When you can unleash the power of the many, in a truly collaborative and productive spirit, it sparks what is known as 'collective genius'. The greatest leaders of innovation know how to generate this phenomenon because they focus on setting the stage, not necessarily performing on it."

**PROFESSOR LINDA HILL,
HARVARD BUSINESS SCHOOL**

How can our consultants support leadership effectiveness?

Our consultancy team work closely with organisations to ensure leader strengths are celebrated, opportunities for improvement are identified and appropriate coaching is provided. Drawing on the insights gained from Leadership Effectiveness surveys, AskYourTeam consultants work with organisations to ensure all potential is explored through ongoing leader effectiveness development.



People leader insights
from your Baseline Survey



AskYourTeam consultants
work with our clients to
deliver expertise in:

- > Leadership effectiveness survey module analysis and 180 degree feedback identifying strengths and opportunities for individual leaders
- > Individual leadership coaching design and implementation driving self-improvement
- > Tailored leadership effectiveness surveys to fit existing leadership frameworks
- > Develop new customised leadership frameworks



Enhanced leadership
effectiveness



Lift overall
performance