



BUILDING STRONGER LEADERS

# Developing Leadership Effectiveness



## Delivering people led insights into leader performance

High performing teams are created by inspirational leaders. Whether you are new to leadership, a seasoned chief executive, or a board member, there is always room to grow. To take your leadership effectiveness to the next level, we provide an unfiltered, anonymised, and unbiased view of performance through our specifically designed survey using a specialised leadership framework.



### AskYourTeam Framework →

AskYourTeam has created a straightforward leadership framework that is easy to adapt to customer context, linked directly to a powerful 180° leadership feedback process and focused on driving actions for continuous improvement.

Our easy-to-use platform allows leaders at all levels to access power insights from the people they lead and highlights areas for targeted support and coaching.

Leaders can select questions to get feedback on three key success factors:

- Leading Self
- Leading Others
- Leading Culture





## Success factors

Personal effectiveness is the foundation upon which quality leadership is built and developed

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Effective leaders align actions with strategic and short-term goals while ensuring people are informed and involved

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All teams have a culture. Effective leaders take deliberate actions to influence this as an essential driver of team performance and wellbeing



## Capabilities

- > Self-awareness
- > Resilience
- > Agility
- > Competence

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- > Leadership
  - > Communication
  - > Developing people
  - > Interpersonal skills

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- > Behaviours
  - > Building teams
  - > Innovation
  - > Wellbeing

## Putting the framework into practice



### ASK

Ask about the things that matter the most.

**Our questions are designed to help you explore key leadership competencies identified by leaders around the world and corroborated by neuroscience.**

We delve into the areas of team culture, communication, and leadership, exploring key themes including empowerment, psychological safety, emotional intelligence, and integrity.

**We give you the opportunity to glean the insights from your team by asking direct reports for honest anonymised feedback to help pave the way for leadership success.**

While some may consider raw feedback confronting, it provides the ideal foundation to grow your leadership capability from those who know your work style best.

Once the survey is complete, we can provide you with a comparative view of how you – or the leaders reporting to you - are performing through the eyes of the people they lead. This will help you to identify and promote best practice, celebrate success and course correct if required.

We provide one-on-one coaching to help you unpack the results and can provide workshops in a team setting to ensure leadership teams are functioning at an optimum level.

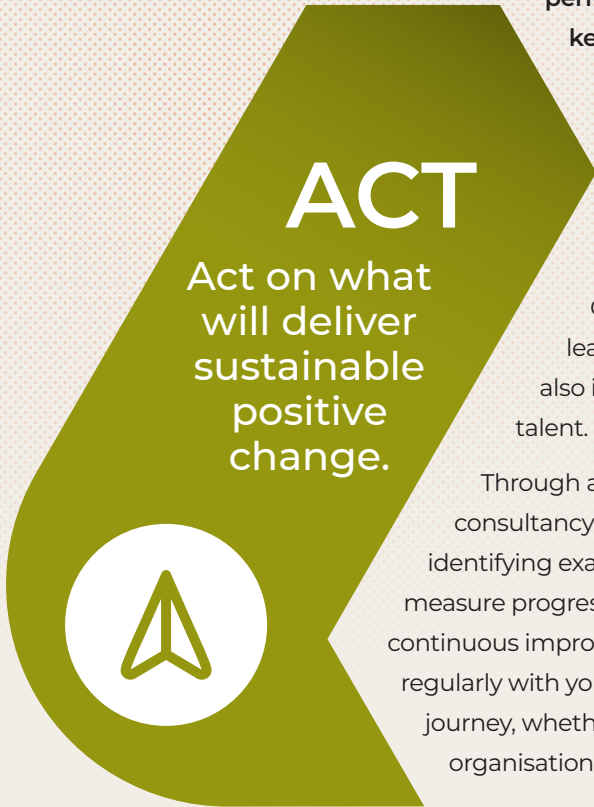
**By raising self-awareness, you remove barriers to success.**

### LISTEN

Listen openly to feedback from stakeholders



Ongoing leadership development is crucial to lifting organisational performance, so knowing what needs to change is key. Targeted action is where the magic happens.



Now that you have asked your team for feedback, and listened to what they have to say, you can create and implement a leadership framework to quickly identify individual development needs and put plans in place as a result.

Our simple, effective and visual analytics enable leaders to quickly and easily identify progress, while also identifying leadership challenges and emerging talent.

Through an action planning workshop with our consultancy team, you can fast-track improvements by identifying exactly what is needed to move the dial. You can also measure progress over time using a single platform as part of a continuous improvement approach. This enables you to check in regularly with your teams to evidence improvements along the journey, whether it be at an individual level or an overall lift in organisational performance and productivity.

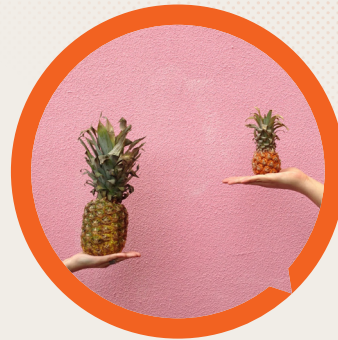


## The benefits of using our leadership effectiveness module

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:**

### **Quantify and accelerate the impact of leadership development**

Enables you to implement and maintain a framework in the most consistent, effective, and efficient way by instantaneously providing results, competencies and trends at an individual and organisational level.



### **Deliver people-led insights into CEO performance**

Gain a clear 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.



### 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.



### Provide clarity on measurement of progress

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

### 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 clear view of their own performance and drive their own improvement through collaboration and sharing of best practice with their colleagues.



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

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



### An early warning system

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

**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.

