Global Leadership Assessment

THE UNIQUE ASSESSMENT TOOL TO IMPROVE GLOBAL LEADERSHIP SKILLS

An online 360-degree multi-rater assessment that provides leaders with a summary of where they rate along five stages and ten behaviors, giving them insight into their strengths as well as developmental opportunities.

- It focuses on behaviors that are important when leading in a **global** context
- Rather than focusing on general intercultural competency, GLA focuses on what is needed for effective global **leadership**
- This assessment does not focus on static characteristics or traits, which are difficult to alter, but rather on dynamic leadership **behaviors** that are more readily cultivated through individual learning, training, coaching, and on-the-job experience

Leaders Who Leverage GLA will Benefit from:

- Insight into strengths and priority areas for improvement as a global leader
- Identifying significant gaps between their responses and those of the colleagues who have assessed them
- Actionable advice to improve their global leadership skills

The SCOPE Model.

Seeing Differences   Closing the Gap   Opening the System   Preserving Balance   Establishing Solutions

Based on ten behaviors that define great global leaders, GLA provides feedback on five stages of global leadership development and specific related behaviors.

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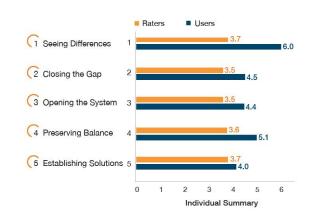
One Assessment Tool, Multiple Applications

GLA can be applied in a variety of settings:

- A coaching tool for individuals
- One module of a development program curriculum for a group of leaders
- A means for identifying developmental needs at the organizational level for a group of leaders

Qualitative & Quantitative Analysis

Incorporating both qualitative and quantitative data, GLA provides a detailed report that highlights:

- Overall scores and priority-for-action rankings of the global leadership behaviors
- Strengths and developmental opportunities, both expected and unexpected
- Anonymous written comments from colleagues
- Ability to assess changes over time with a re-survey feature

Raters ■ **Users**

	Raters	Users
1 Seeing Differences 1	3.7	6.0
2 Closing the Gap 2	3.5	4.5
3 Opening the System 3	3.5	4.4
4 Preserving Balance 4	3.6	5.1
5 Establishing Solutions 5	3.7	4.0

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Individual Summary

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