

May 10, 2022 |

This report presents results from the Kinetic Leading Style Assessment© you recently completed. In it, you will find both your confidential individual results to consider and reflect upon, as well as useful benchmarked against others who have taken the assessment.

Your Preferred Leading Style:

In leading entrepreneurial organizations, you tend to (1) focus on future value opportunities and long-term competitiveness; and (2) embed the organization in the broader community of stakeholders.

Your strength is in guiding the organization to develop new capabilities. You are keen to reach out across boundaries and work towards the common interests of the ecosystem.



Challenger



Transformer



Troubleshooter



Co-creator

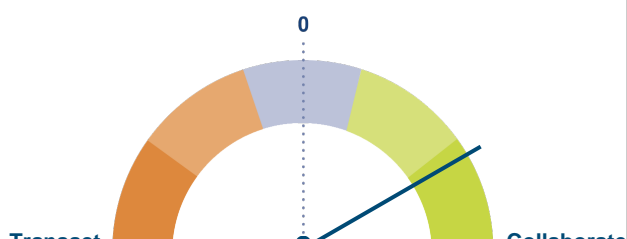
Understanding Your Style:

Thinking governs what we see and what we do. Over time thinking habits can become locked into distinct styles of thinking. Thinking also governs how we position ourselves in the wider context and across time. These habits become locked into **distinct styles of leading**. Value creating systems encompass a portfolio of resources, capabilities and routines that need to be shaped in order to influence collective action and connect them to an overarching purpose.

Your **Leading Style** reflects two basic attitudes that determine how you lead entrepreneurial organizations.

LEADING LEVER 1

Attitude towards *ecosystem* in how you deal with other stakeholders.



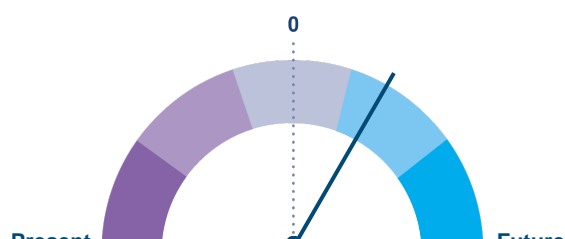
You look to define and enforce the specific strategic space in which the organization operates.

You look to reach out across boundaries and work towards the common interests of the ecosystem.

You see the organization as part of a broader community of stakeholders and focus on the common interests of the ecosystem.

LEADING LEVER 2

Attitude towards *time* in how you orient the organization.

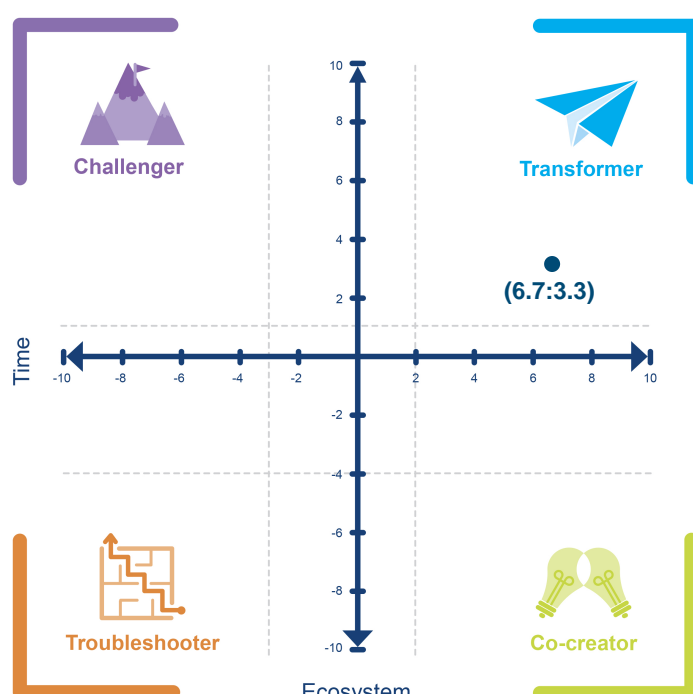
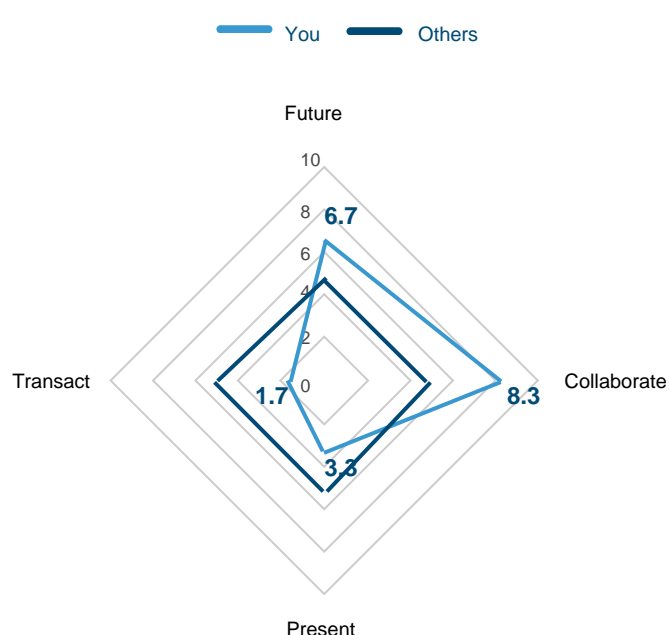


You look to energizing the organization to leverage existing capabilities.

You look to guide the organization to develop new capabilities.

You consider performance in terms of future competitiveness and the development of new capabilities.

Benchmarked Results



Four Kinetic Leading Styles

This style focuses on future value opportunities and long-term competitiveness, and consider the interests and competitive position of the organization.



Challenger



Transformer

This style focuses on future value opportunities and long-term competitiveness, and embeds the organization in the broader community of stakeholders.

This style focuses on present value and near-term performance, and consider the interests and competitive position of the organization.



Troubleshooter



Co-creator

This style focuses on present value and near-term performance, and embeds the organization in the broader community of stakeholders.

Kinetic Leading Moves

Your preferred leading style is **Transformer**.

Becoming a kinetic leader and using all four styles requires you to consider two main developmental moves:



Towards Transact



Towards Present

THINGS TO CONSIDER:

- Consider how the interests and competitive position of the organization will be affected as the ecosystem evolves.
- Consider more immediate sources of value and seek to leverage existing capabilities.