

NBOLeadership

Transforming Organisations Through People

NBOL CLASS

Participant Name: Garth Montgomery
Company Name: Sage Moses
Report By: Reaz
Date: 20/02/2025

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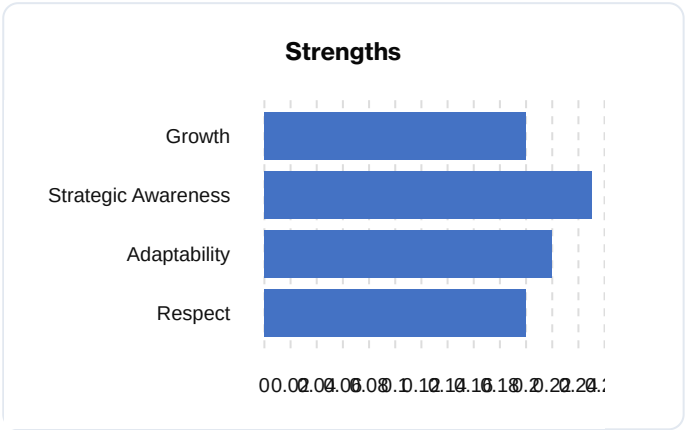
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SUMMARY OF NBOL CLASS

The NBOL CLASS is designed to assess leadership potential and competency development through interactive learning experiences. Participants engage in a series of structured activities, including Think on Your Feet, Role Plays, Case Study Analysis, Competency-Based Questionnaires, and Group Activities. These assessments measure various Competencies, such as Strategic Vision and Insight, Business Acumen and Financial Stewardship, Innovation and Transformation Leadership, Inspirational Leadership and Decision-Making, Collaborative Influence and Stakeholder Engagement and Talent Development and Inclusion. The goal of the NBOL class is to provide insights into strengths and areas for development, equipping participants with actionable strategies for leadership growth.

SUMMARY OF PARTICIPANT: JAMES

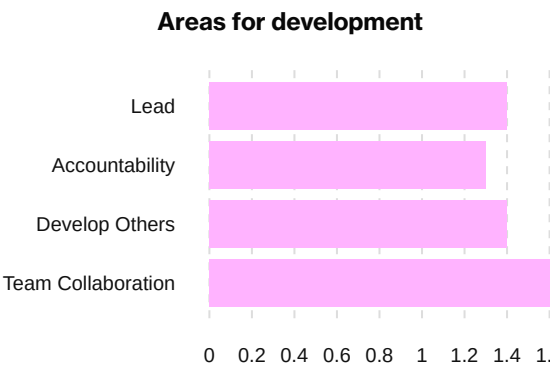
The participant received an overall score of 2.324999999999997 out of 5, indicating that while they demonstrate competency in key areas, there is room for improvement. Below is a summary of their strengths and areas for development:



STRENGTHS

Garth demonstrates strong Business Acumen and Financial Stewardship. His ability to understand and apply business principles and financial management concepts contributes positively to the organization's economic health and strategic decision-making processes. This strength enables Garth to make informed choices that align with the company's financial goals and market position. Strategic Vision and Insight is another area where Garth shows promise. His capacity to think strategically and understand broader organizational contexts allows him to contribute meaningfully to long-term planning and decision-making. This strength positions Garth as a valuable asset in shaping the future direction of the organization and identifying potential opportunities for growth and improvement.

SUMMARY OF PARTICIPANT: JAMES



AREAS FOR DEVELOPMENT

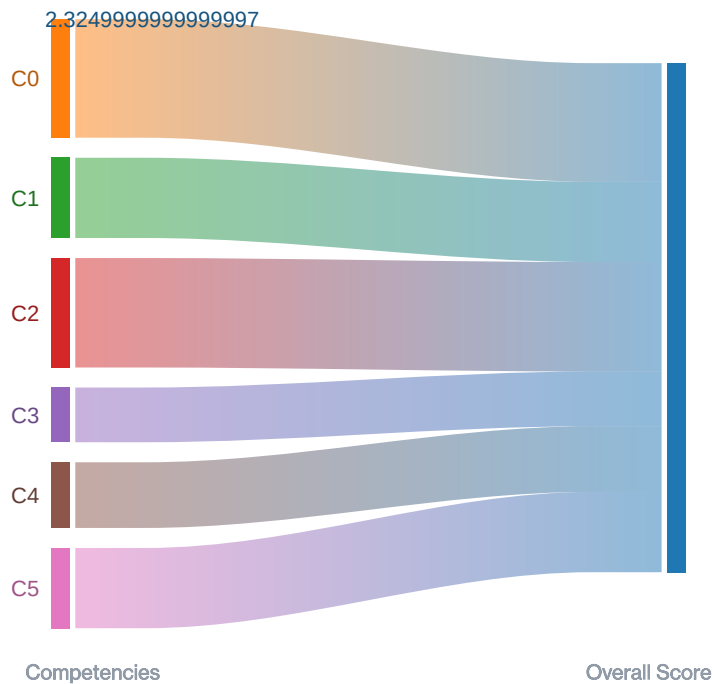
Talent Development and Inclusion emerges as a significant area for improvement for Garth. His current performance suggests a need to enhance his skills in nurturing team members, fostering an inclusive work environment, and effectively developing the potential of others. This gap may be limiting the growth and engagement of his team members, potentially impacting overall team performance and organizational culture. Collaborative Influence and Stakeholder Engagement is another area where Garth shows room for growth. His current approach to building relationships and engaging with various stakeholders appears to be less effective than desired. Improving in this area would enhance Garth's ability to garner support for initiatives, facilitate cross-functional collaboration, and navigate complex organizational dynamics more successfully. Innovation and Transformation Leadership requires further development in Garth's skill set. While he shows some capability in this area, there is a need to strengthen his ability to drive change, encourage innovative thinking, and lead transformational initiatives. Enhancing these skills would position Garth to better guide his team and organization through periods of change and innovation.

SUMMARY OF PARTICIPANT: JAMES

RECOMMENDATIONS

Garth demonstrates strong Business Acumen and Financial Stewardship. His ability to understand and apply business principles and financial management concepts contributes positively to the organization's economic health and strategic decision-making processes. This strength enables Garth to make informed choices that align with the company's financial goals and market position. Strategic Vision and Insight is another area where Garth shows promise. His capacity to think strategically and understand broader organizational contexts allows him to contribute meaningfully to long-term planning and decision-making. This strength positions Garth as a valuable asset in shaping the future direction of the organization and identifying potential opportunities for growth and improvement.

PARTICIPANT'S SCORE



Competency	Score
Business Acumen and Financial Stewardship	3.25
Innovation and Transformation Leadership	2.20
Strategic Vision and Insight	3.00
Talent Development and Inclusion	1.50
Collaborative Influence and Stakeholder Engagement	1.80
Inspirational Leadership and Decision-Making	2.20
Overall Score	23.249999999999997

ASSESSMENTS AND THEIR DEFINITION

Assessments are structured evaluations designed to measure specific leadership competencies in various real-world scenarios. Each assessment provides insights into an individual's strengths and areas for development, enabling targeted improvement. Below are the key assessments used in the NBOL class:

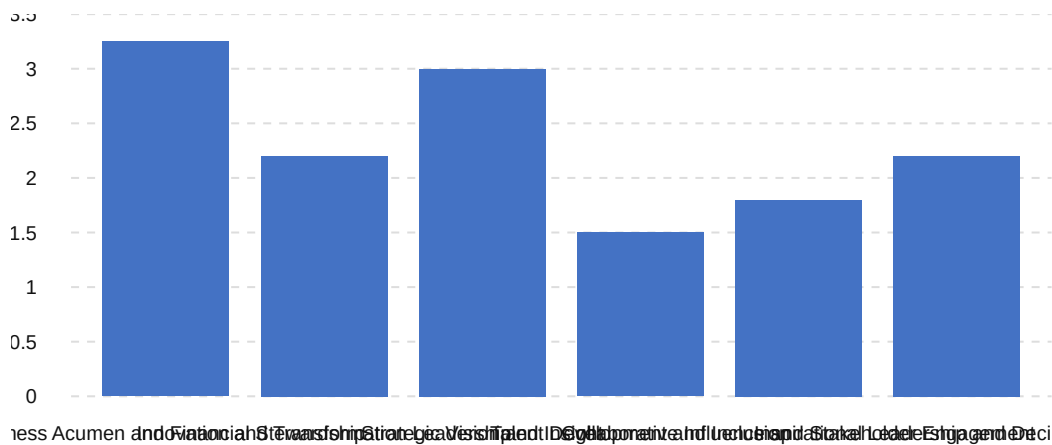
Assessments	Definition
Think on Your Feet	An activity where participants are required to respond to unexpected questions or scenarios, testing their ability to think quickly, communicate clearly, and align responses with organizational objectives.
Role Play	A simulated activity where participants act out specific scenarios (e.g., managing a team or resolving conflicts) to demonstrate their leadership, communication, and problem-solving skills.
Business Case	A presentation or analysis of a real or hypothetical business scenario, requiring participants to demonstrate strategic thinking, financial acumen, and problem-solving abilities.
Leadership Questionnaire	A written assessment where participants answer questions related to leadership competencies, providing insights into their leadership style, decision-making, and self-awareness.
Group Activity	A collaborative exercise where participants work in teams to solve problems, make decisions, or complete tasks, demonstrating their ability to work effectively with others and influence group outcomes

COMPETENCIES AND THEIR DEFINITION

Competencies are essential leadership qualities that define an individual's ability to perform effectively in various professional scenarios. These competencies are assessed to identify strengths and areas for improvement, forming the basis for targeted leadership development. Below are the key competencies evaluated in the NBOL class:

Competencies	Definition
Business Acumen and Financial Stewardship	A simulated activity where participants act out specific scenarios (e.g., managing a team or resolving conflicts) to demonstrate their leadership, communication, and problem-solving skills.
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COMPETENCY BASED EVALUATION



BUSINESS ACUMEN AND FINANCIAL STEWARDSHIP

STRENGTHS:

Garth demonstrates strong Business Acumen and Financial Stewardship. His ability to understand and apply business principles and financial management concepts contributes positively to the organization's economic health and strategic decision-making processes. This strength enables Garth to make informed choices that align with the company's financial goals and market position. Strategic Vision and Insight is another area where Garth shows promise. His capacity to think strategically and understand broader organizational contexts allows him to contribute meaningfully to long-term planning and decision-making. This strength positions Garth as a valuable asset in shaping the future direction of the organization and identifying potential opportunities for growth and improvement.

AREAS FOR DEVELOPMENT:

Garth could benefit from expanding his knowledge of emerging market trends to enhance long-term financial planning.; There is room to improve in communicating financial concepts to non-financial stakeholders for better cross-functional collaboration.

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AREAS FOR DEVELOPMENT:

Garth needs to more actively promote and champion innovative ideas from team members to foster a culture of innovation.; There is a need to develop a more structured approach to leading and implementing transformational initiatives across the organization.

STRATEGIC VISION AND INSIGHT

STRENGTHS:

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AREAS FOR DEVELOPMENT:

Garth could improve in translating strategic vision into actionable plans for his team to execute.; There is an opportunity to enhance his skills in anticipating future market trends and their potential impact on the organization.

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AREAS FOR DEVELOPMENT:

Garth needs to significantly improve his approach to nurturing and developing team members' skills and potential.; There is a critical need to enhance efforts in creating an inclusive work environment that values diversity and promotes equal opportunities for all team members.; Garth should focus on developing a more structured and consistent approach to providing feedback and guidance to his team.

COLLABORATIVE INFLUENCE AND STAKEHOLDER ENGAGEMENT

STRENGTHS:

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AREAS FOR DEVELOPMENT:

Garth needs to improve his skills in building and maintaining relationships with a wider range of stakeholders across the organization.; There is a need to enhance his ability to influence decisions and gain buy-in for initiatives, particularly with senior leadership and cross-functional teams.; Garth should focus on developing more effective communication strategies to engage diverse stakeholder groups.

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AREAS FOR DEVELOPMENT:

Garth needs to work on inspiring and motivating his team more effectively, particularly during challenging times or periods of change.; There is room for improvement in Garth's ability to make timely and confident decisions in complex or ambiguous situations.; Garth should focus on developing a more inclusive decision-making process that incorporates diverse perspectives from his team and stakeholders.

CONCLUSION AND RECOMMENDATION

The participant has strengths in collaboration and execution but requires improvement in strategic thinking, decision-making, and stakeholder influence. To enhance leadership effectiveness, it is recommended to focus on strategic planning, financial acumen, decision-making under pressure, and stakeholder engagement. Targeted training and mentorship will support professional growth and readiness for greater responsibilities.