

# ***NBOLeadership***

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***Transforming Organisations Through People***

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## **NBOL CLASS**

**Participant Name:** kamran new2

**Company Name:** kamran new1

**Report By:** Reaz

**Date:** 20/02/2025

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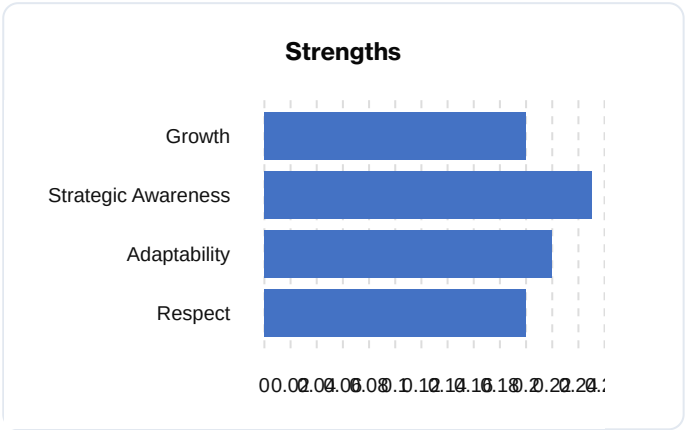
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## SUMMARY OF NBOL CLASS

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

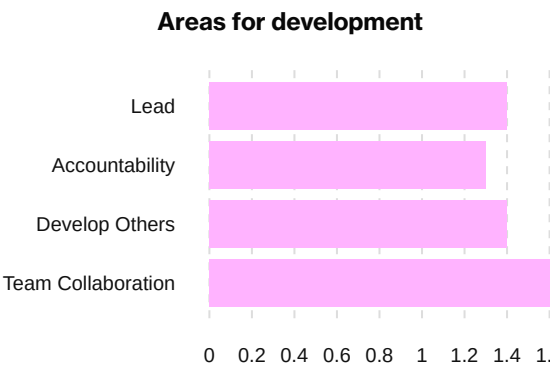
The participant received an overall score of 3.3214285714285716 out of 5, indicating that while they demonstrate competency in key areas, there is room for improvement. Below is a summary of their strengths and areas for development:



STRENGTHS

Kamran new2 excels in Business Acumen and Financial Stewardship. This strength suggests a deep understanding of financial principles and the ability to make sound business decisions. Their proficiency in this area likely contributes to effective resource management and fiscal responsibility within their role, which is crucial for organizational success. Another notable strength is Kamran's aptitude for Talent Development and Inclusion. This indicates a commitment to fostering a diverse and skilled workforce. By prioritizing the growth and inclusion of team members, Kamran likely creates a positive work environment that enhances overall team performance and employee satisfaction. Kamran also demonstrates strength in Collaborative Influence and Stakeholder Engagement. This suggests an ability to work effectively with others, build relationships, and navigate complex organizational dynamics. Such skills are invaluable in achieving buy-in for initiatives and fostering a cooperative work environment.

SUMMARY OF PARTICIPANT: JAMES



AREAS FOR DEVELOPMENT

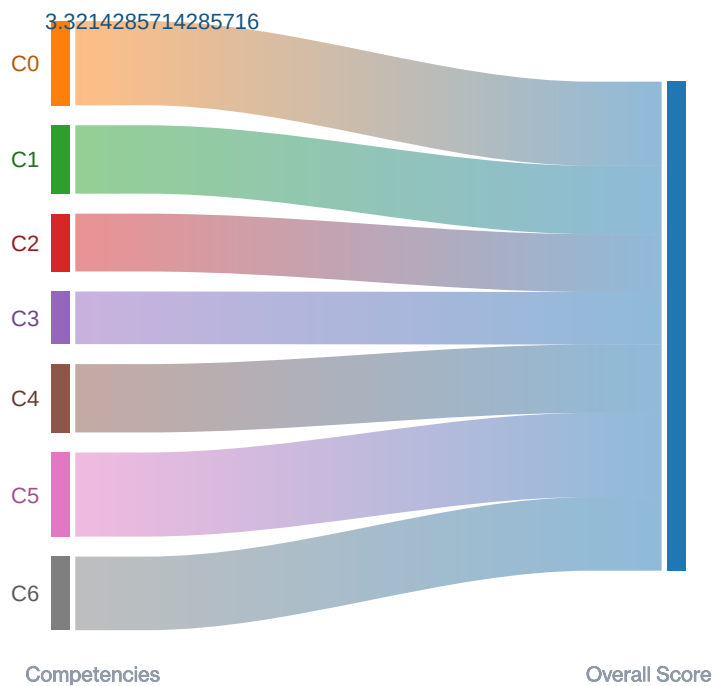
Inspirational Leadership and Decision-Making emerges as an area for development. While Kamran may have some leadership skills, there is room to enhance their ability to inspire others and make more impactful decisions. Improving in this area could lead to increased team motivation and more effective guidance in challenging situations. Strategic Vision and Insight is another area where Kamran could benefit from further development. This suggests a need to strengthen long-term planning abilities and develop a more comprehensive understanding of broader business implications. Enhancing this competency would enable Kamran to contribute more effectively to organizational strategy and future planning. While Kamran shows promise in Innovation and Transformation Leadership, there is still room for growth. Developing this competency further could help Kamran drive more significant change and foster a culture of innovation within their team or organization.

## SUMMARY OF PARTICIPANT: JAMES

### RECOMMENDATIONS

Kamran new2 excels in Business Acumen and Financial Stewardship. This strength suggests a deep understanding of financial principles and the ability to make sound business decisions. Their proficiency in this area likely contributes to effective resource management and fiscal responsibility within their role, which is crucial for organizational success. Another notable strength is Kamran's aptitude for Talent Development and Inclusion. This indicates a commitment to fostering a diverse and skilled workforce. By prioritizing the growth and inclusion of team members, Kamran likely creates a positive work environment that enhances overall team performance and employee satisfaction. Kamran also demonstrates strength in Collaborative Influence and Stakeholder Engagement. This suggests an ability to work effectively with others, build relationships, and navigate complex organizational dynamics. Such skills are invaluable in achieving buy-in for initiatives and fostering a cooperative work environment.

PARTICIPANT'S SCORE



Competency	Score
a	4.00
Collaborative Influence and Stakeholder Engagement	3.25
Strategic Vision and Insight	2.75
Inspirational Leadership and Decision-Making	2.50
Innovation and Transformation Leadership	3.25
Business Acumen and Financial Stewardship	4.00
Talent Development and Inclusion	3.50
Overall Score	3.3214285714285716

## 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

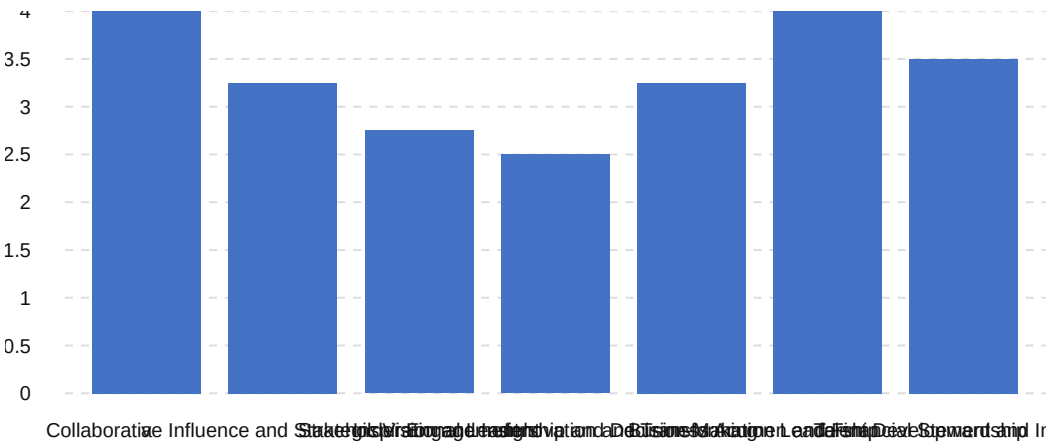


# COMPETENCIES AND THEIR DEFINITION

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



A

STRENGTHS:

Kamran new2 excels in Business Acumen and Financial Stewardship. This strength suggests a deep understanding of financial principles and the ability to make sound business decisions. Their proficiency in this area likely contributes to effective resource management and fiscal responsibility within their role, which is crucial for organizational success. Another notable strength is Kamran's aptitude for Talent Development and Inclusion. This indicates a commitment to fostering a diverse and skilled workforce. By prioritizing the growth and inclusion of team members, Kamran likely creates a positive work environment that enhances overall team performance and employee satisfaction. Kamran also demonstrates strength in Collaborative Influence and Stakeholder Engagement. This suggests an ability to work effectively with others, build relationships, and navigate complex organizational dynamics. Such skills are invaluable in achieving buy-in for initiatives and fostering a cooperative work environment.

AREAS FOR DEVELOPMENT:

Could benefit from seeking more challenging opportunities to further showcase and develop this competency.; May need to articulate the impact of their actions more clearly to highlight the value of this competency.

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AREAS FOR DEVELOPMENT:

Could improve in managing complex stakeholder relationships in high-pressure situations.; May benefit from enhancing negotiation skills to achieve more favorable outcomes in collaborative efforts.

STRATEGIC VISION AND INSIGHT

STRENGTHS:

Kamran new2 excels in Business Acumen and Financial Stewardship. This strength suggests a deep understanding of financial principles and the ability to make sound business decisions. Their proficiency in this area likely contributes to effective resource management and fiscal responsibility within their role, which is crucial for organizational success. Another notable strength is Kamran's aptitude for Talent Development and Inclusion. This indicates a commitment to fostering a diverse and skilled workforce. By prioritizing the growth and inclusion of team members, Kamran likely creates a positive work environment that enhances overall team performance and employee satisfaction. Kamran also demonstrates strength in Collaborative Influence and Stakeholder Engagement. This suggests an ability to work effectively with others, build relationships, and navigate complex organizational dynamics. Such skills are invaluable in achieving buy-in for initiatives and fostering a cooperative work environment.

AREAS FOR DEVELOPMENT:

Needs to develop a more comprehensive understanding of industry trends and their impact on organizational strategy.; Should work on improving the ability to articulate and communicate a compelling vision for the future.; Could benefit from enhancing skills in strategic analysis and long-term planning.

STRENGTHS:

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AREAS FOR DEVELOPMENT:

Needs to develop a more inspiring and motivational leadership style to energize team members.; Should work on improving decision-making skills, particularly in complex or ambiguous situations.; Could benefit from developing a more confident and authoritative presence in leadership roles.

INNOVATION AND TRANSFORMATION LEADERSHIP

STRENGTHS:

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AREAS FOR DEVELOPMENT:

Could be more proactive in initiating and championing innovative projects or processes.; May need to develop a more structured approach to managing and implementing transformational initiatives.

STRENGTHS:

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AREAS FOR DEVELOPMENT:

Could further enhance skills in long-term financial forecasting and strategic financial planning.

TALENT DEVELOPMENT AND INCLUSION

STRENGTHS:

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AREAS FOR DEVELOPMENT:

Could enhance mentoring skills to provide more targeted development support to team members.; May benefit from developing more structured approaches to talent management and career pathing.

## 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.