

NBOLeadership

Transforming Organisations Through People

NBOL CLASS

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Report By: Admin

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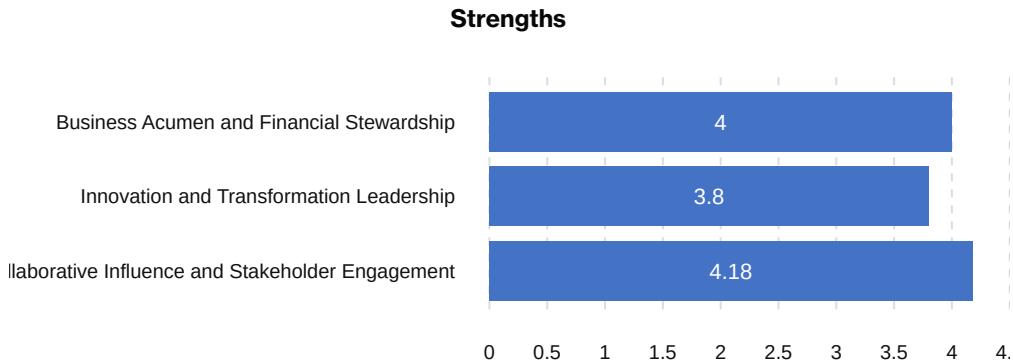
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SUMMARY OF NBOL CLASS

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 3.02 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

Rana Cobb exhibits exceptional collaborative influence and stakeholder engagement skills. The participant demonstrates a remarkable ability to build and maintain productive relationships across various organizational levels and external partners. This strength enables Rana to effectively navigate complex interpersonal dynamics, fostering a collaborative environment that enhances team productivity and organizational alignment. In the realm of business acumen and financial stewardship, Rana shows outstanding proficiency. The participant displays a keen understanding of financial principles and their application to business strategy. This strength allows Rana to make informed decisions that balance fiscal responsibility with organizational growth, contributing significantly to the company's financial health and long-term sustainability. Rana demonstrates strong capabilities in innovation and transformation leadership. The participant consistently generates creative solutions to complex problems and effectively leads change initiatives. This strength positions Rana as a valuable asset in driving organizational adaptation and growth in dynamic business environments.

SUMMARY OF PARTICIPANT: JAMES



AREAS FOR DEVELOPMENT

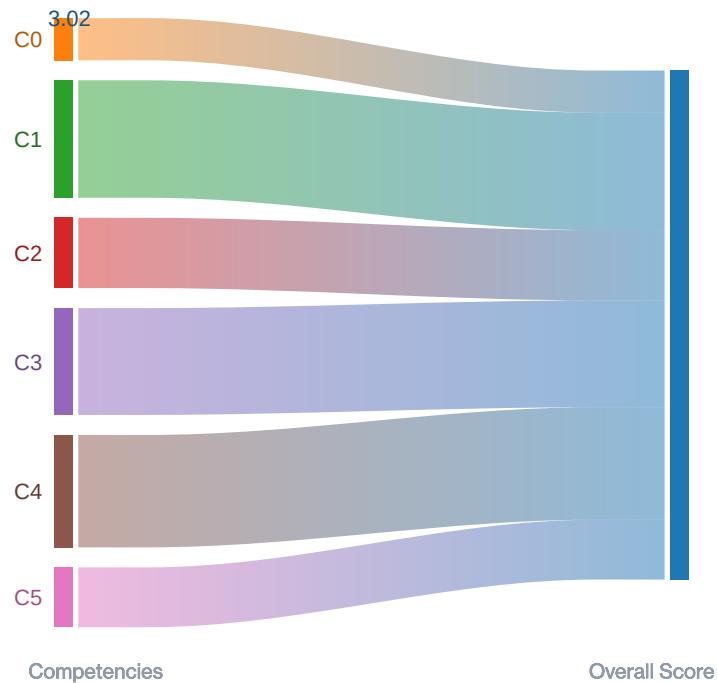
Talent development and inclusion emerge as a critical area for improvement in Rana's leadership profile. The participant shows limited engagement in nurturing team members' skills and creating an inclusive work environment. This gap may hinder team growth, diversity of thought, and overall organizational performance. Enhancing skills in mentoring, providing constructive feedback, and fostering an inclusive culture will be essential for Rana's effectiveness as a leader. Strategic vision and insight represent another significant development area for Rana. The participant's current approach lacks the depth and foresight necessary for long-term organizational planning and direction-setting. This limitation may impact Rana's ability to anticipate market trends, align team efforts with broader organizational goals, and make decisions that position the company for future success. Developing a more comprehensive strategic mindset will be crucial for Rana's growth as a leader. Inspirational leadership and decision-making skills require substantial improvement. Rana's current performance in this area suggests difficulties in motivating team members and making timely, effective decisions. This gap could lead to decreased team morale, reduced productivity, and missed opportunities. Enhancing Rana's ability to inspire others and make confident, well-informed decisions will be vital for overall leadership effectiveness.

SUMMARY OF PARTICIPANT: JAMES

RECOMMENDATIONS

Rana Cobb exhibits exceptional collaborative influence and stakeholder engagement skills. The participant demonstrates a remarkable ability to build and maintain productive relationships across various organizational levels and external partners. This strength enables Rana to effectively navigate complex interpersonal dynamics, fostering a collaborative environment that enhances team productivity and organizational alignment. In the realm of business acumen and financial stewardship, Rana shows outstanding proficiency. The participant displays a keen understanding of financial principles and their application to business strategy. This strength allows Rana to make informed decisions that balance fiscal responsibility with organizational growth, contributing significantly to the company's financial health and long-term sustainability. Rana demonstrates strong capabilities in innovation and transformation leadership. The participant consistently generates creative solutions to complex problems and effectively leads change initiatives. This strength positions Rana as a valuable asset in driving organizational adaptation and growth in dynamic business environments.

PARTICIPANT'S SCORE



ID	Competency Name	Score
C0	Talent Development and Inclusion	1.50
C1	Collaborative Influence and Stakeholder Engagement	4.18
C2	Inspirational Leadership and Decision-Making	2.50
C3	Innovation and Transformation Leadership	3.80
C4	Business Acumen and Financial Stewardship	4.00
C5	Strategic Vision and Insight	2.13
Overall Score		3.02

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:

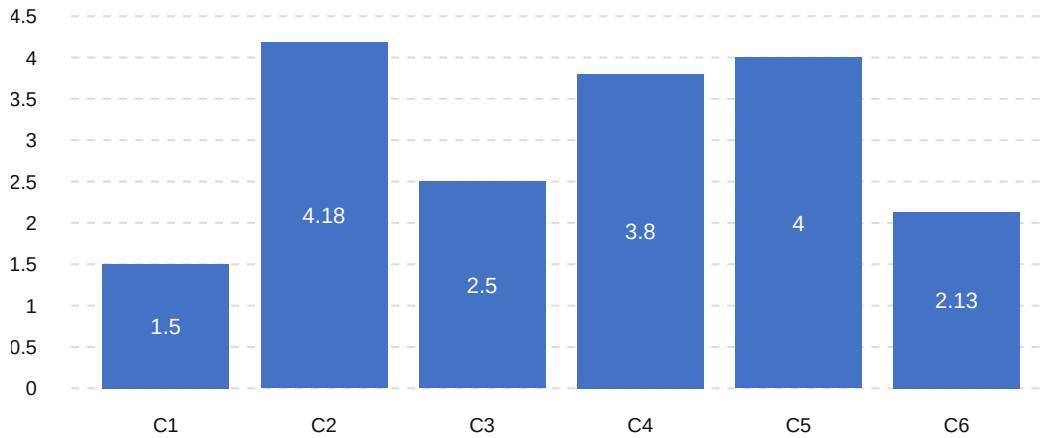
Assessments	Definition
Think on Your Feet	An activity where participants are required to respond to unexpected questions or scenarios, testing their ability to think quickly, communicate clearly, and align responses with organizational objectives.
Role Play	A simulated activity where participants act 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
Strategic Vision and Insight	Anticipate industry shifts, aligning organisational goals with long-term trends, and inspiring a culture of strategic thinking.
Business Acumen and Financial Stewardship	Balanced financial stewardship with strategic decision-making, resource efficiency, and ethical business practices.
Innovation and Transformation Leadership	Champion innovation, foster adaptability, and lead transformation initiatives to align with organisational goals.
Inspirational Leadership and Decision-Making	Inspire confidence, model resilience, and make impactful decisions to guide teams effectively.
Collaborative Influence and Stakeholder Engagement	Build trust with stakeholders, influence outcomes, and foster cross-functional collaboration.
Talent Development and Inclusion	Nurture talent, promote diversity, and create a high-performing, inclusive organisational culture.

COMPETENCY BASED EVALUATION



C1: Talent Development and Inclusion

C2: Collaborative Influence and Stakeholder Engagement

C3: Inspirational Leadership and Decision-Making

C4: Innovation and Transformation Leadership

C5: Business Acumen and Financial Stewardship

C6: Strategic Vision and Insight

TALENT DEVELOPMENT AND INCLUSION

STRENGTHS:

- Rana shows basic awareness of the importance of team development, which can be built upon to enhance leadership effectiveness.

AREAS FOR DEVELOPMENT:

- Rana demonstrates limited engagement in actively developing team members' skills and capabilities, potentially hindering individual and team growth.
- The participant struggles to create an inclusive environment that values diverse perspectives and promotes equal participation from all team members.
- Rana needs to improve in providing regular, constructive feedback to team members to support their professional development and performance improvement.

COLLABORATIVE INFLUENCE AND STAKEHOLDER ENGAGEMENT

STRENGTHS:

- Rana excels in building and maintaining strong relationships across various organizational levels and with external partners, fostering a collaborative work environment.
- The participant demonstrates exceptional skill in navigating complex stakeholder dynamics, effectively aligning diverse interests towards common goals.
- Rana shows a remarkable ability to influence decision-making processes through persuasive communication and thoughtful relationship management.

AREAS FOR DEVELOPMENT:

- Rana could improve in balancing collaborative efforts with the need for timely decision-making to enhance overall team efficiency.
- The participant may benefit from developing strategies to maintain strong stakeholder engagement during challenging or high-pressure situations.

INSPIRATIONAL LEADERSHIP AND DECISION-MAKING

STRENGTHS:

- Rana occasionally demonstrates the ability to make decisions in challenging situations, showing potential for growth in this area.
- The participant exhibits moments of clarity in communicating expectations, which can serve as a foundation for developing stronger leadership skills.

AREAS FOR DEVELOPMENT:

- Rana struggles to consistently inspire and motivate team members, which may lead to decreased team engagement and productivity.
- The participant's decision-making process often lacks structure and timeliness, potentially causing delays in project execution and team frustration.
- Rana needs to improve in articulating a compelling vision that resonates with and energizes team members towards common goals.

STRENGTHS:

- Rana consistently demonstrates a strong ability to generate innovative ideas and solutions, contributing significantly to organizational problem-solving efforts.
- The participant effectively leads change initiatives, showing skill in guiding teams through transformational processes and overcoming resistance.
- Rana excels in fostering a culture of innovation within the team, encouraging creative thinking and calculated risk-taking among team members.

AREAS FOR DEVELOPMENT:

- Rana could improve in balancing innovative pursuits with practical implementation considerations to ensure ideas translate into tangible results.
- The participant may benefit from enhancing skills in measuring and communicating the impact of innovative initiatives to stakeholders.

BUSINESS ACUMEN AND FINANCIAL STEWARDSHIP

STRENGTHS:

- Rana demonstrates exceptional understanding of financial principles and their application to business strategy, consistently making sound financial decisions.
- The participant excels in analyzing complex financial data and translating insights into actionable business recommendations.
- Rana shows strong capability in managing resources efficiently, consistently optimizing budget allocation for maximum organizational benefit.

AREAS FOR DEVELOPMENT:

- Rana could further enhance skills in communicating financial concepts to non-financial stakeholders to improve cross-functional collaboration.
- The participant may benefit from expanding knowledge of emerging financial technologies and their potential impact on business operations.

STRENGTHS:

- Rana shows potential in identifying some key business opportunities, which can be further developed into a more comprehensive strategic approach.
- The participant demonstrates occasional insights into market trends, providing a foundation for building stronger strategic thinking skills.

AREAS FOR DEVELOPMENT:

- Rana struggles to consistently develop and articulate a clear, long-term vision for the team or organization, potentially limiting strategic direction and alignment.
- The participant's analysis of complex business situations often lacks depth, leading to potential oversights in strategic planning and decision-making.
- Rana needs to improve in anticipating future market trends and their implications for the organization's strategy and operations.

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.