



NBOL CLASS

Participant Name: gavi
Company Name: Barcelona
Report By: Admin
Date: 22 Sep 2025

***NBOL*Leadership**

Transforming Organisations Through People

All rights reserved. This is a confidential and proprietary information of NBO group.
Duplication in any form is strictly prohibited without written consent from NBO group.

CONTENT PAGE

1 Executive Summary of NBOL CLASS	1
2 Group Report	2
3 Individual Score	3
4 Individual Executive Summary	4
5 Competencies and their Definition	5
6 Participant's Score	6
7 Competency based Evaluation	7
8 Conclusion and Recommendation	8

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.

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

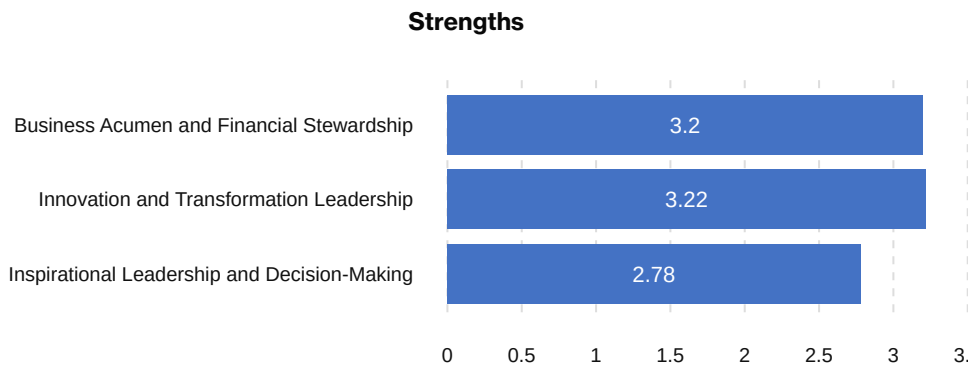
COMPETENCIES AND THEIR DEFINITION

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
Collaborative Influence and Stakeholder Engagement	
Talent Development and Inclusion	
Inspirational Leadership and Decision-Making	
Strategic Vision and Insight	
Innovation and Transformation Leadership	
Business Acumen and Financial Stewardship	

SUMMARY OF PARTICIPANT: GAVI

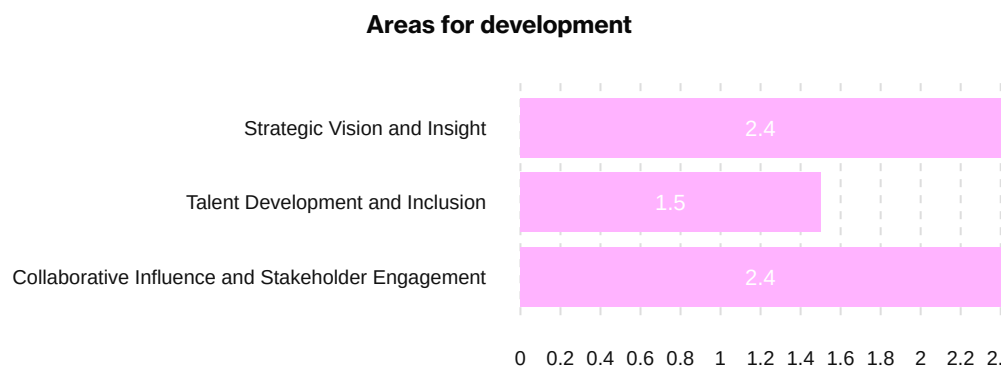
The participant received an overall score of 2.58 out of 5, indicating that while they demonstrate competency in key areas, there is room for improvement. Below is a summary of their strengths and areas for development:



STRENGTHS

Gavi excels in Innovation and Transformation Leadership, demonstrating a keen ability to drive change and implement innovative solutions. The participant consistently showcases forward-thinking approaches and a willingness to challenge the status quo. This strength positions Gavi as a valuable asset in spearheading organizational transformation initiatives and fostering a culture of continuous improvement. Business Acumen and Financial Stewardship emerge as another significant strength for Gavi. The participant exhibits a strong grasp of financial principles and their application in business contexts. This proficiency enables Gavi to make sound financial decisions, effectively manage resources, and contribute to the organization's fiscal health, thereby enhancing overall business performance. Gavi shows promising capabilities in Inspirational Leadership and Decision-Making. The participant demonstrates an emerging ability to guide and motivate others while making informed decisions. This strength, while still developing, suggests potential for Gavi to grow into a more influential leadership role, capable of inspiring teams and navigating complex decision-making scenarios.

SUMMARY OF PARTICIPANT: GAVI



AREAS FOR DEVELOPMENT

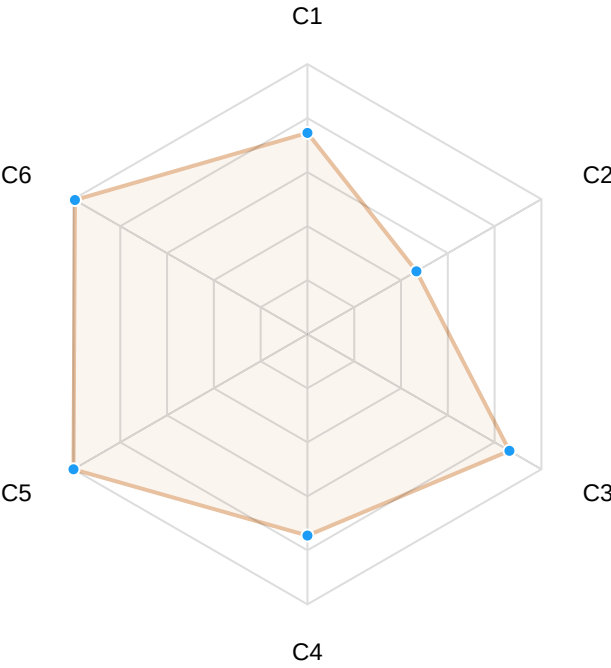
Talent Development and Inclusion represents a critical area for improvement in Gavi's skillset. The participant's lower performance in this competency indicates a need to enhance abilities in nurturing team members' growth, fostering an inclusive environment, and leveraging diverse perspectives. This gap may limit Gavi's effectiveness in building high-performing, cohesive teams and could impact overall organizational culture and employee engagement. Collaborative Influence and Stakeholder Engagement require significant attention. Gavi's moderate performance in this area suggests challenges in effectively collaborating across departments, building consensus, and managing diverse stakeholder relationships. Improving these skills is crucial for navigating complex organizational dynamics and driving collective efforts towards shared goals. Strategic Vision and Insight is an area where Gavi shows room for growth. While the participant demonstrates some strategic thinking, there is a need to develop a more comprehensive and long-term perspective. Enhancing this competency will enable Gavi to better align day-to-day operations with broader organizational objectives, anticipate future challenges, and identify opportunities for sustainable growth.

SUMMARY OF PARTICIPANT: GAVI

RECOMMENDATIONS

Gavi excels in Innovation and Transformation Leadership, demonstrating a keen ability to drive change and implement innovative solutions. The participant consistently showcases forward-thinking approaches and a willingness to challenge the status quo. This strength positions Gavi as a valuable asset in spearheading organizational transformation initiatives and fostering a culture of continuous improvement. Business Acumen and Financial Stewardship emerge as another significant strength for Gavi. The participant exhibits a strong grasp of financial principles and their application in business contexts. This proficiency enables Gavi to make sound financial decisions, effectively manage resources, and contribute to the organization's fiscal health, thereby enhancing overall business performance. Gavi shows promising capabilities in Inspirational Leadership and Decision-Making. The participant demonstrates an emerging ability to guide and motivate others while making informed decisions. This strength, while still developing, suggests potential for Gavi to grow into a more influential leadership role, capable of inspiring teams and navigating complex decision-making scenarios.

PARTICIPANT'S SCORE



ID	Competency Name	Score
C1	Collaborative Influence and Stakeholder Engagement	2.40
C2	Talent Development and Inclusion	1.50
C3	Inspirational Leadership and Decision-Making	2.78
C4	Strategic Vision and Insight	2.40
C5	Innovation and Transformation Leadership	3.22
C6	Business Acumen and Financial Stewardship	3.20
Overall Score		2.58

COMPETENCY BASED EVALUATION



C1: Collaborative Influence and Stakeholder Engagement

C2: Talent Development and Inclusion

C3: Inspirational Leadership and Decision-Making

C4: Strategic Vision and Insight

C5: Innovation and Transformation Leadership

C6: Business Acumen and Financial Stewardship

COLLABORATIVE INFLUENCE AND STAKEHOLDER ENGAGEMENT

STRENGTHS:

- Gavi demonstrates some ability to engage with stakeholders, showing potential for building relationships.
- There are instances where Gavi successfully collaborates with others to achieve shared objectives.

AREAS FOR DEVELOPMENT:

- Gavi needs to enhance skills in building consensus and managing diverse stakeholder expectations.
- Improving the ability to influence without formal authority across different departments is crucial for Gavi's effectiveness.
- Gavi should focus on developing more consistent and strategic approaches to stakeholder communication and engagement.

STRENGTHS:

- Gavi shows a basic awareness of the importance of talent development, indicating potential for growth in this area.
- There are instances where Gavi attempts to include team members in discussions, albeit inconsistently.

AREAS FOR DEVELOPMENT:

- Gavi needs to significantly improve efforts in actively developing team members' skills and capabilities.
- There is a clear need for Gavi to create more inclusive environments that value diverse perspectives and contributions.
- Gavi should focus on implementing structured approaches to talent management and succession planning within the team.

INSPIRATIONAL LEADERSHIP AND DECISION-MAKING

STRENGTHS:

- Gavi shows emerging capabilities in guiding team members towards achieving goals.
- There are instances where Gavi makes decisions that positively impact team performance.
- Gavi demonstrates potential for inspiring others through occasional displays of visionary thinking.

AREAS FOR DEVELOPMENT:

- Gavi needs to develop a more consistent approach to inspiring and motivating team members across various situations.
- Enhancing decision-making skills, particularly in complex or ambiguous scenarios, would benefit Gavi's leadership effectiveness.
- Gavi should focus on articulating a compelling vision more frequently to better align and energize team efforts.

STRATEGIC VISION AND INSIGHT

STRENGTHS:

- Gavi demonstrates some ability to consider long-term implications in decision-making processes.
- There are instances where Gavi successfully identifies potential opportunities for organizational growth.

AREAS FOR DEVELOPMENT:

- Gavi needs to develop a more comprehensive understanding of industry trends and their impact on organizational strategy.
- Improving the ability to translate strategic insights into actionable plans is crucial for Gavi's effectiveness.
- Gavi should focus on enhancing skills in scenario planning and long-term forecasting to better inform strategic decisions.

INNOVATION AND TRANSFORMATION LEADERSHIP

STRENGTHS:

- Gavi excels in driving innovative initiatives, consistently introducing new ideas that enhance organizational processes.
- Gavi demonstrates a strong ability to lead transformation efforts, effectively guiding teams through change.
- There is clear evidence of Gavi's capacity to challenge conventional thinking, fostering a culture of innovation within the team.

AREAS FOR DEVELOPMENT:

- Gavi could benefit from developing a more structured approach to innovation management to ensure sustainable implementation of new ideas.
- Enhancing skills in measuring and communicating the impact of innovative initiatives would further strengthen Gavi's effectiveness in this area.

STRENGTHS:

- Gavi demonstrates strong financial acumen, consistently making sound decisions that positively impact the organization's fiscal health.
- There is clear evidence of Gavi's ability to effectively manage and allocate resources to maximize business outcomes.
- Gavi shows a keen understanding of market dynamics and their implications on business strategies.

AREAS FOR DEVELOPMENT:

- Gavi could benefit from developing a more holistic view of how financial decisions impact various stakeholders across the organization.
- Enhancing skills in communicating complex financial concepts to non-financial stakeholders would further strengthen Gavi's effectiveness in this area.

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.