

# ***NBOLeadership***

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***Transforming Organisations Through People***

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## **NBOL CLASS**

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**Report By:** < Admin Name >

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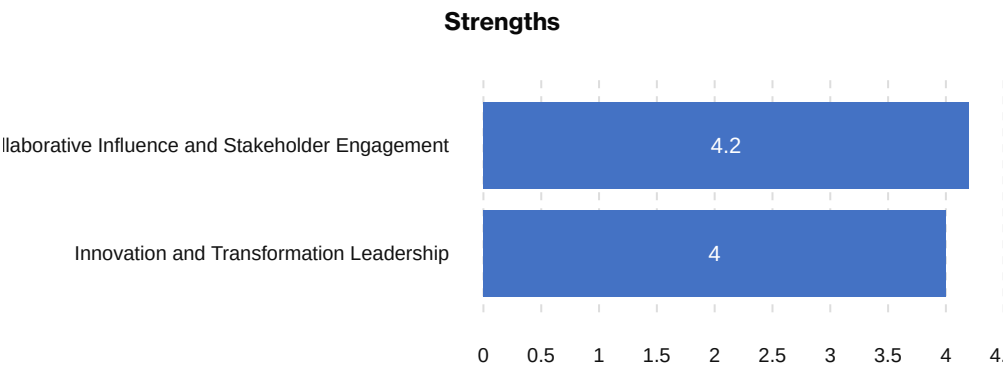
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## SUMMARY OF NBOL CLASS

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 3.854 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:

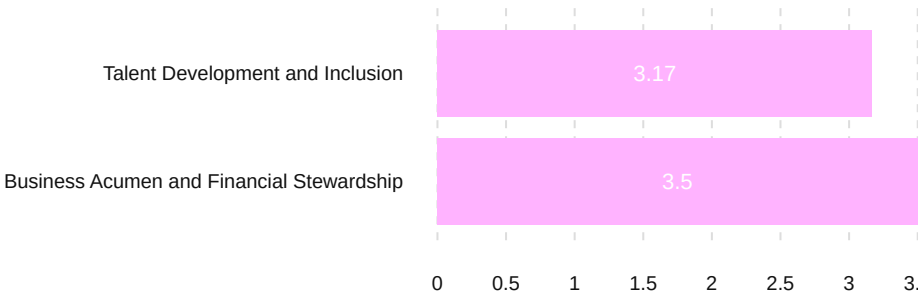


STRENGTHS

Travis excels in collaborative influence and stakeholder engagement, demonstrating a remarkable ability to build and leverage relationships across the organization. He consistently employs effective communication strategies to gain buy-in for initiatives and navigate complex organizational dynamics. This strength enables Travis to drive projects forward efficiently and create a collaborative work environment that enhances team productivity and organizational cohesion. Innovation and transformation leadership stand out as a significant strength for Travis. He consistently demonstrates the ability to generate creative solutions and lead change initiatives with confidence. Travis's forward-thinking approach and willingness to challenge the status quo position him as a valuable asset in driving organizational growth and adaptation to evolving market conditions. Travis shows a strong aptitude for strategic thinking and execution, particularly evident in his approach to complex problem-solving. He effectively analyzes situations from multiple angles, considering both short-term needs and long-term implications. This strategic mindset allows Travis to make well-informed decisions and develop comprehensive plans that align with organizational goals, contributing to sustainable success and competitive advantage.

SUMMARY OF PARTICIPANT: JAMES

Areas for development



AREAS FOR DEVELOPMENT

Talent development and inclusion represent an area for growth in Travis's leadership repertoire. While he demonstrates some capability in this domain, there is room to enhance his skills in nurturing team members' potential and creating a more inclusive work environment. Developing a more structured approach to mentoring and providing growth opportunities for his team could significantly improve overall team performance and employee satisfaction. Business acumen and financial stewardship emerge as areas requiring focused development. Travis's current performance in this competency suggests a need for a deeper understanding of financial principles and their application in business decision-making. Strengthening his ability to interpret financial data and make sound financial judgments would enhance his overall leadership effectiveness and contribute to more robust organizational financial health. While Travis demonstrates strength in innovation, there is an opportunity to improve the balance between creative thinking and practical implementation. Developing a more systematic approach to evaluating and executing innovative ideas could enhance the tangible impact of his initiatives. This involves refining skills in project management, resource allocation, and measuring the return on investment for innovative projects.

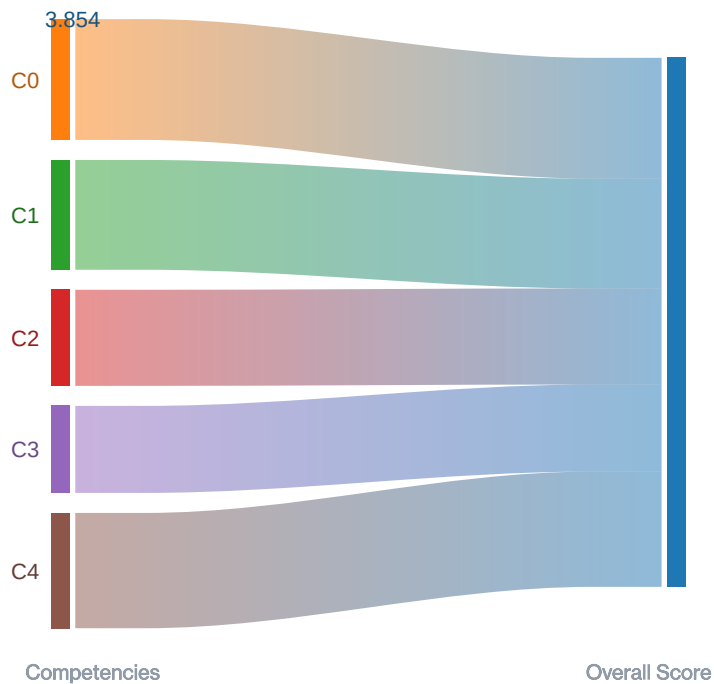
## SUMMARY OF PARTICIPANT: JAMES

### RECOMMENDATIONS

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Travis excels in collaborative influence and stakeholder engagement, demonstrating a remarkable ability to build and leverage relationships across the organization. He consistently employs effective communication strategies to gain buy-in for initiatives and navigate complex organizational dynamics. This strength enables Travis to drive projects forward efficiently and create a collaborative work environment that enhances team productivity and organizational cohesion. Innovation and transformation leadership stand out as a significant strength for Travis. He consistently demonstrates the ability to generate creative solutions and lead change initiatives with confidence. Travis's forward-thinking approach and willingness to challenge the status quo position him as a valuable asset in driving organizational growth and adaptation to evolving market conditions. Travis shows a strong aptitude for strategic thinking and execution, particularly evident in his approach to complex problem-solving. He effectively analyzes situations from multiple angles, considering both short-term needs and long-term implications. This strategic mindset allows Travis to make well-informed decisions and develop comprehensive plans that align with organizational goals, contributing to sustainable success and competitive advantage.

PARTICIPANT'S SCORE



ID	Competency Name	Score
C0	Quas architecto occa	4.40
C1	Innovation and Transformation Leadership	4.00
C2	Business Acumen and Financial Stewardship	3.50
C3	Talent Development and Inclusion	3.17
C4	Collaborative Influence and Stakeholder Engagement	4.20
Overall Score	3.854	

## 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

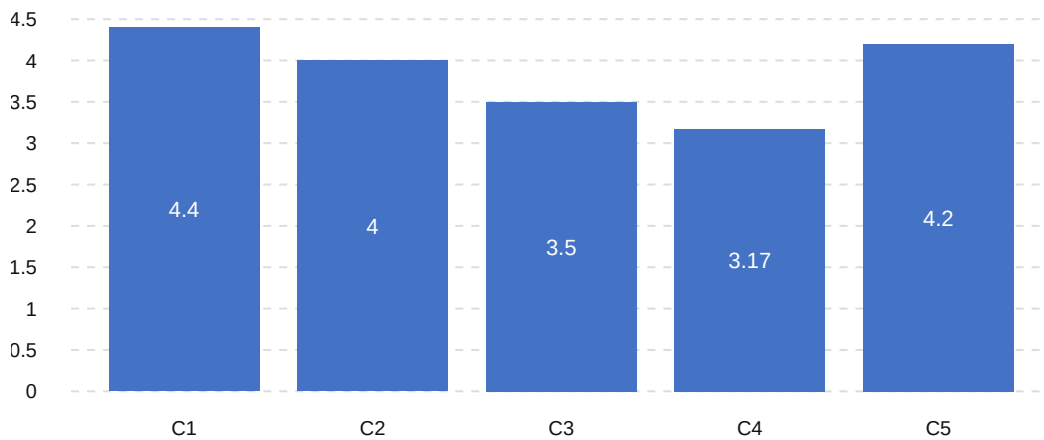


## COMPETENCIES AND THEIR DEFINITION

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



**C1:** Quas architecto occa

**C2:** Innovation and Transformation Leadership

**C3:** Business Acumen and Financial Stewardship

**C4:** Talent Development and Inclusion

**C5:** Collaborative Influence and Stakeholder Engagement

## QUAS ARCHITECTO OCCA

### STRENGTHS:

Travis demonstrates exceptional proficiency in this competency, showcasing a comprehensive understanding of its principles and applications.; His ability to consistently apply relevant skills in various contexts contributes significantly to his overall effectiveness and team success.

### AREAS FOR DEVELOPMENT:

While performing strongly, Travis could benefit from exploring more advanced applications of this competency to further distinguish himself as a leader in this area.; Seeking opportunities to mentor others in this competency could reinforce Travis's own skills while contributing to team development.

**STRENGTHS:**

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Travis excels in generating innovative ideas that drive organizational transformation and growth.; He demonstrates a strong ability to lead change initiatives, inspiring and guiding teams through complex transitions effectively.

**AREAS FOR DEVELOPMENT:**

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Travis could enhance his skills in measuring and communicating the impact of innovative initiatives to further justify and support transformation efforts.; Developing a more structured approach to innovation management could help Travis systematize the process of idea generation and implementation.

BUSINESS ACUMEN AND FINANCIAL STEWARDSHIP

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**STRENGTHS:**

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Travis shows a basic understanding of business principles, providing a foundation for sound decision-making.; He demonstrates an awareness of the importance of financial responsibility in organizational leadership.

**AREAS FOR DEVELOPMENT:**

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Travis needs to deepen his understanding of financial analysis and its application in strategic decision-making processes.; Enhancing skills in budget management and resource allocation would improve Travis's overall financial stewardship capabilities.; Developing a more comprehensive grasp of market trends and their financial implications could strengthen Travis's business acumen significantly.

TALENT DEVELOPMENT AND INCLUSION

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**STRENGTHS:**

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Travis shows an emerging ability to recognize diverse talents within his team, laying a foundation for inclusive leadership.; He demonstrates openness to different perspectives, which contributes to a more inclusive work environment.

**AREAS FOR DEVELOPMENT:**

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Travis needs to develop more structured approaches to talent development, including creating comprehensive growth plans for team members.; Enhancing skills in providing constructive feedback and coaching could significantly improve Travis's effectiveness in nurturing talent.; Implementing more inclusive decision-making processes would strengthen Travis's ability to leverage team diversity effectively.

STRENGTHS:

Travis excels in building and maintaining strong relationships across various stakeholder groups, enhancing organizational collaboration.; He demonstrates a remarkable ability to influence key decision-makers, effectively advocating for important initiatives and resources.; Travis's communication skills are highly effective, enabling him to articulate complex ideas clearly and persuasively to diverse audiences.

AREAS FOR DEVELOPMENT:

While strong in this area, Travis could benefit from refining strategies for managing conflicting stakeholder interests to achieve optimal outcomes.; Developing more advanced negotiation techniques could further enhance Travis's ability to navigate complex multi-stakeholder situations.

## 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.