

# ***NBOLeadership***

---

***Transforming Organisations Through People***

---

## **NBOL CLASS**

Participant Name: SN1  
Company Name: Sohaib New  
Report By: Reaz  
Date: 20/02/2025

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

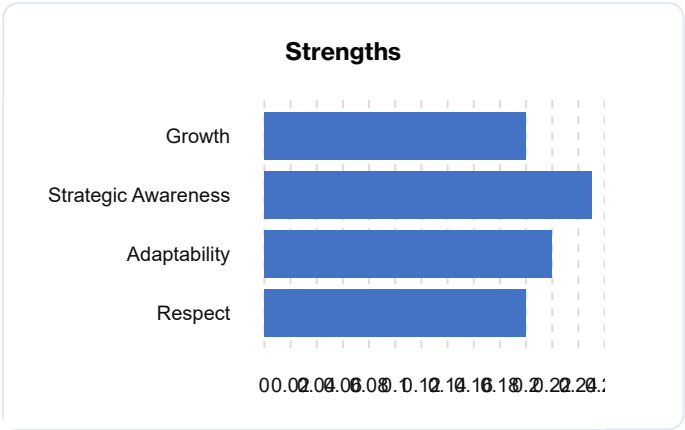
1 Executive Summary of NBOL CLASS	1
2 Group Report	2
3 Individual Score	3
4 Individual Executive Summary	4
5 Competencies and their Definition	5
6 Participant's Score	6
7 Competency based Evaluation	7
8 Conclusion and Recommendation	8

## 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.

SUMMARY OF PARTICIPANT: JAMES

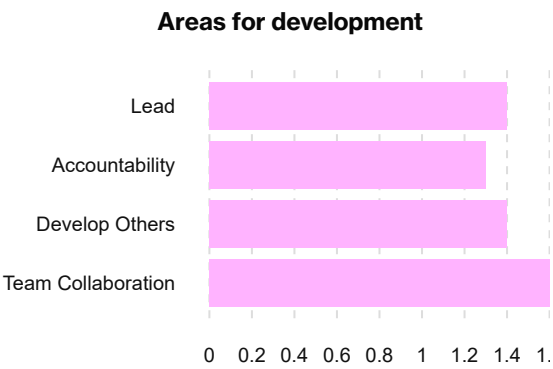
The participant received an overall score of 2.861666666666667 out of 5, indicating that while they demonstrate competency in key areas, there is room for improvement. Below is a summary of their strengths and areas for development:



STRENGTHS

SN1 exhibits strong Strategic Vision and Insight, demonstrating an ability to think long-term and anticipate future trends. This strength enables them to guide their team and organization towards future success, aligning current actions with long-term goals and market dynamics. In Inspirational Leadership and Decision-Making, SN1 shows notable competence. This suggests an ability to motivate teams and make sound judgments, which is crucial for driving team performance and navigating complex business situations effectively. SN1 demonstrates solid Business Acumen and Financial Stewardship. This strength indicates a good understanding of business operations and financial management, which is essential for making informed decisions that balance organizational growth with fiscal responsibility.

SUMMARY OF PARTICIPANT: JAMES



AREAS FOR DEVELOPMENT

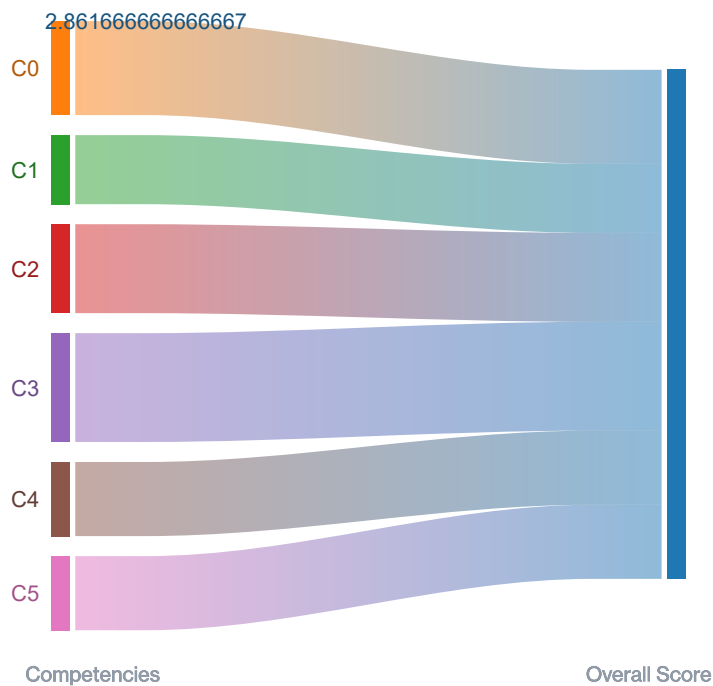
Innovation and Transformation Leadership emerges as a significant area for development for SN1. There appears to be a need to enhance skills in driving change, fostering innovation, and leading transformational initiatives within the organization. Improving in this area could significantly boost SN1's ability to keep the organization competitive and adaptable in a rapidly changing business environment. Talent Development and Inclusion is an area where SN1 shows room for growth. This suggests a need to focus more on nurturing team members' skills, promoting a diverse and inclusive work environment, and ensuring all team members feel valued and supported in their professional growth. Collaborative Influence and Stakeholder Engagement presents as another development area for SN1. Enhancing skills in building strong relationships across the organization, effectively communicating with diverse stakeholders, and influencing without direct authority could significantly improve SN1's leadership effectiveness and organizational impact.

## SUMMARY OF PARTICIPANT: JAMES

### RECOMMENDATIONS

SN1 exhibits strong Strategic Vision and Insight, demonstrating an ability to think long-term and anticipate future trends. This strength enables them to guide their team and organization towards future success, aligning current actions with long-term goals and market dynamics. In Inspirational Leadership and Decision-Making, SN1 shows notable competence. This suggests an ability to motivate teams and make sound judgments, which is crucial for driving team performance and navigating complex business situations effectively. SN1 demonstrates solid Business Acumen and Financial Stewardship. This strength indicates a good understanding of business operations and financial management, which is essential for making informed decisions that balance organizational growth with fiscal responsibility.

PARTICIPANT'S SCORE



Competency	Score
Inspirational Leadership and Decision-Making	3.17
Innovation and Transformation Leadership	2.33
Business Acumen and Financial Stewardship	3.00
Strategic Vision and Insight	3.67
Talent Development and Inclusion	2.50
Collaborative Influence and Stakeholder Engagement	2.50
Overall Score	2.861666666666667

## 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

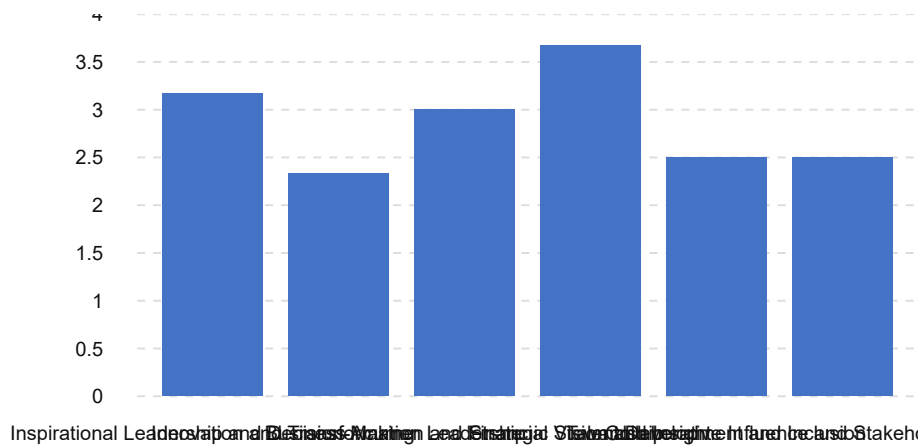


## COMPETENCIES AND THEIR DEFINITION

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.
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.
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.
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.
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.
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.

COMPETENCY BASED EVALUATION



INSPIRATIONAL LEADERSHIP AND DECISION-MAKING

STRENGTHS:

SN1 exhibits strong Strategic Vision and Insight, demonstrating an ability to think long-term and anticipate future trends. This strength enables them to guide their team and organization towards future success, aligning current actions with long-term goals and market dynamics. In Inspirational Leadership and Decision-Making, SN1 shows notable competence. This suggests an ability to motivate teams and make sound judgments, which is crucial for driving team performance and navigating complex business situations effectively. SN1 demonstrates solid Business Acumen and Financial Stewardship. This strength indicates a good understanding of business operations and financial management, which is essential for making informed decisions that balance organizational growth with fiscal responsibility.

AREAS FOR DEVELOPMENT:

SN1 could benefit from enhancing their ability to communicate decisions clearly and consistently across all levels of the organization.; There is room to improve in adapting leadership style to different team members and situations for maximum effectiveness.

STRENGTHS:

SN1 exhibits strong Strategic Vision and Insight, demonstrating an ability to think long-term and anticipate future trends. This strength enables them to guide their team and organization towards future success, aligning current actions with long-term goals and market dynamics. In Inspirational Leadership and Decision-Making, SN1 shows notable competence. This suggests an ability to motivate teams and make sound judgments, which is crucial for driving team performance and navigating complex business situations effectively. SN1 demonstrates solid Business Acumen and Financial Stewardship. This strength indicates a good understanding of business operations and financial management, which is essential for making informed decisions that balance organizational growth with fiscal responsibility.

AREAS FOR DEVELOPMENT:

SN1 needs to more actively promote and drive innovative thinking within their team and across the organization.; There is a significant opportunity to improve in leading and managing transformational change initiatives.; SN1 should work on creating an environment that encourages risk-taking and creative problem-solving.

BUSINESS ACUMEN AND FINANCIAL STEWARDSHIP

STRENGTHS:

SN1 exhibits strong Strategic Vision and Insight, demonstrating an ability to think long-term and anticipate future trends. This strength enables them to guide their team and organization towards future success, aligning current actions with long-term goals and market dynamics. In Inspirational Leadership and Decision-Making, SN1 shows notable competence. This suggests an ability to motivate teams and make sound judgments, which is crucial for driving team performance and navigating complex business situations effectively. SN1 demonstrates solid Business Acumen and Financial Stewardship. This strength indicates a good understanding of business operations and financial management, which is essential for making informed decisions that balance organizational growth with fiscal responsibility.

AREAS FOR DEVELOPMENT:

SN1 could benefit from deepening their understanding of broader market trends and their impact on the organization.; There is room to improve in translating financial data into actionable business strategies more effectively.

STRATEGIC VISION AND INSIGHT

STRENGTHS:

SN1 exhibits strong Strategic Vision and Insight, demonstrating an ability to think long-term and anticipate future trends. This strength enables them to guide their team and organization towards future success, aligning current actions with long-term goals and market dynamics. In Inspirational Leadership and Decision-Making, SN1 shows notable competence. This suggests an ability to motivate teams and make sound judgments, which is crucial for driving team performance and navigating complex business situations effectively. SN1 demonstrates solid Business Acumen and Financial Stewardship. This strength indicates a good understanding of business operations and financial management, which is essential for making informed decisions that balance organizational growth with fiscal responsibility.

AREAS FOR DEVELOPMENT:

SN1 could improve in more effectively communicating their strategic vision across all levels of the organization.

STRENGTHS:

SN1 exhibits strong Strategic Vision and Insight, demonstrating an ability to think long-term and anticipate future trends. This strength enables them to guide their team and organization towards future success, aligning current actions with long-term goals and market dynamics. In Inspirational Leadership and Decision-Making, SN1 shows notable competence. This suggests an ability to motivate teams and make sound judgments, which is crucial for driving team performance and navigating complex business situations effectively. SN1 demonstrates solid Business Acumen and Financial Stewardship. This strength indicates a good understanding of business operations and financial management, which is essential for making informed decisions that balance organizational growth with fiscal responsibility.

AREAS FOR DEVELOPMENT:

SN1 demonstrates significant potential as a leader, particularly in areas of strategic thinking and business acumen. While there are clear strengths to build upon, focusing on the identified development areas - especially in innovation leadership, talent development, and collaborative influence - will be crucial for SN1's continued growth and effectiveness as a leader. By actively working on these areas and leveraging their existing strengths, SN1 can enhance their overall leadership impact and drive greater success for their team and organization. The journey of leadership development is ongoing, and SN1 is well-positioned to make meaningful progress in their professional growth.

STRENGTHS:

SN1 exhibits strong Strategic Vision and Insight, demonstrating an ability to think long-term and anticipate future trends. This strength enables them to guide their team and organization towards future success, aligning current actions with long-term goals and market dynamics. In Inspirational Leadership and Decision-Making, SN1 shows notable competence. This suggests an ability to motivate teams and make sound judgments, which is crucial for driving team performance and navigating complex business situations effectively. SN1 demonstrates solid Business Acumen and Financial Stewardship. This strength indicates a good understanding of business operations and financial management, which is essential for making informed decisions that balance organizational growth with fiscal responsibility.

AREAS FOR DEVELOPMENT:

SN1 demonstrates significant potential as a leader, particularly in areas of strategic thinking and business acumen. While there are clear strengths to build upon, focusing on the identified development areas - especially in innovation leadership, talent development, and collaborative influence - will be crucial for SN1's continued growth and effectiveness as a leader. By actively working on these areas and leveraging their existing strengths, SN1 can enhance their overall leadership impact and drive greater success for their team and organization. The journey of leadership development is ongoing, and SN1 is well-positioned to make meaningful progress in their professional growth.

## 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.