

# ***NBOLeadership***

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***Transforming Organisations Through People***

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## **NBOL CLASS**

**Participant Name:** SS 2

**Company Name:** SS Solutions

**Report By:** Reaz

**Date:** 20/02/2025

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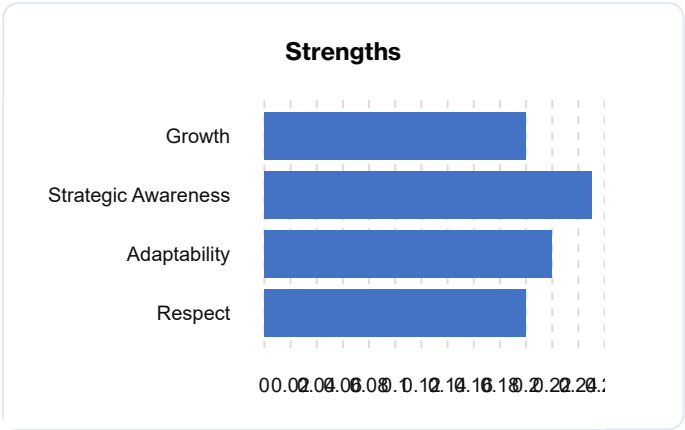
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## SUMMARY OF NBOL CLASS

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

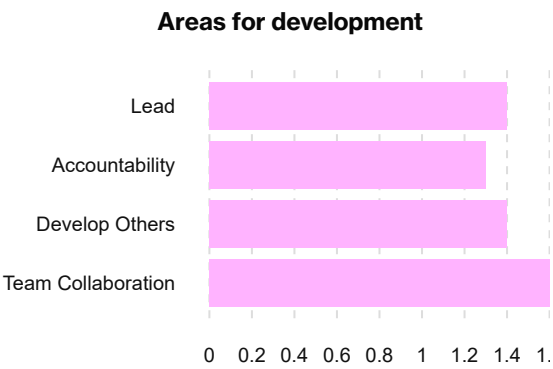
The participant received an overall score of 2.89 out of 5, indicating that while they demonstrate competency in key areas, there is room for improvement. Below is a summary of their strengths and areas for development:



STRENGTHS

SS 2 excels in Strategic Vision and Insight, demonstrating a strong ability to anticipate future trends and align organizational goals with long-term objectives. This strength enables SS 2 to guide their team and organization towards sustainable success, ensuring that current actions are in line with future aspirations. In the area of Inspirational Leadership and Decision-Making, SS 2 shows a notable capacity to motivate and guide their team. This strength allows SS 2 to foster a positive work environment, encouraging high performance and commitment from team members while making informed decisions that support organizational goals. SS 2 demonstrates promising skills in Talent Development and Inclusion, indicating a commitment to nurturing a diverse and capable workforce. This strength contributes to building a robust team culture, enhancing employee engagement, and ensuring the organization has the right skills and perspectives to meet its objectives.

SUMMARY OF PARTICIPANT: JAMES



AREAS FOR DEVELOPMENT

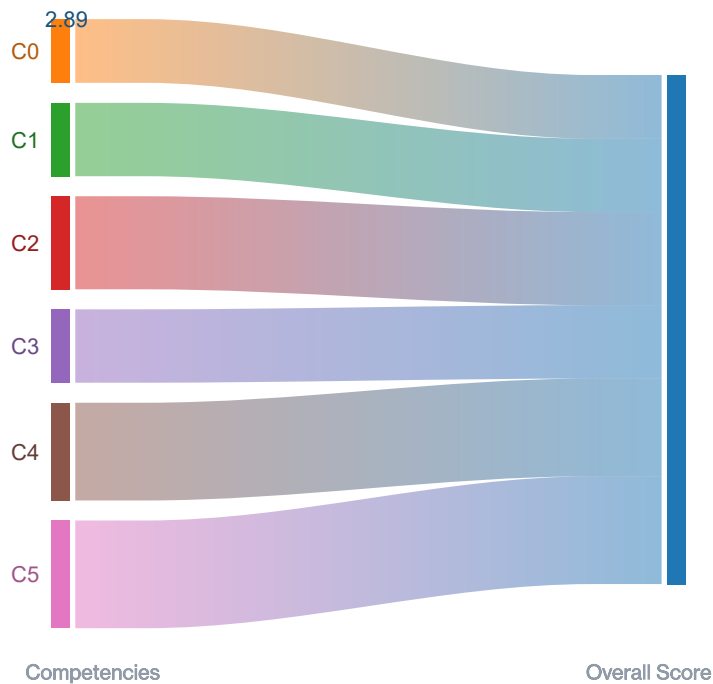
Innovation and Transformation Leadership emerges as a key area for development for SS 2. There appears to be room for improvement in driving change initiatives and fostering a culture of innovation within the team or organization. Enhancing skills in this area would enable SS 2 to lead more effectively in today's rapidly evolving business landscape. Collaborative Influence and Stakeholder Engagement presents an opportunity for growth. SS 2 may benefit from developing stronger skills in building relationships, managing diverse stakeholder interests, and influencing across organizational boundaries. Improving in this area would enhance SS 2's ability to drive consensus and achieve objectives through effective collaboration. Business Acumen and Financial Stewardship is an area where SS 2 could focus on development. Strengthening skills in financial analysis, resource allocation, and strategic business decision-making would enhance SS 2's overall effectiveness as a leader and contribute to improved organizational performance.

## SUMMARY OF PARTICIPANT: JAMES

### RECOMMENDATIONS

SS 2 excels in Strategic Vision and Insight, demonstrating a strong ability to anticipate future trends and align organizational goals with long-term objectives. This strength enables SS 2 to guide their team and organization towards sustainable success, ensuring that current actions are in line with future aspirations. In the area of Inspirational Leadership and Decision-Making, SS 2 shows a notable capacity to motivate and guide their team. This strength allows SS 2 to foster a positive work environment, encouraging high performance and commitment from team members while making informed decisions that support organizational goals. SS 2 demonstrates promising skills in Talent Development and Inclusion, indicating a commitment to nurturing a diverse and capable workforce. This strength contributes to building a robust team culture, enhancing employee engagement, and ensuring the organization has the right skills and perspectives to meet its objectives.

# PARTICIPANT'S SCORE



Competency	Score
Innovation and Transformation Leadership	2.17
Business Acumen and Financial Stewardship	2.50
Talent Development and Inclusion	3.17
Collaborative Influence and Stakeholder Engagement	2.50
Inspirational Leadership and Decision-Making	3.33
Strategic Vision and Insight	3.67
Overall Score	2.89

## 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

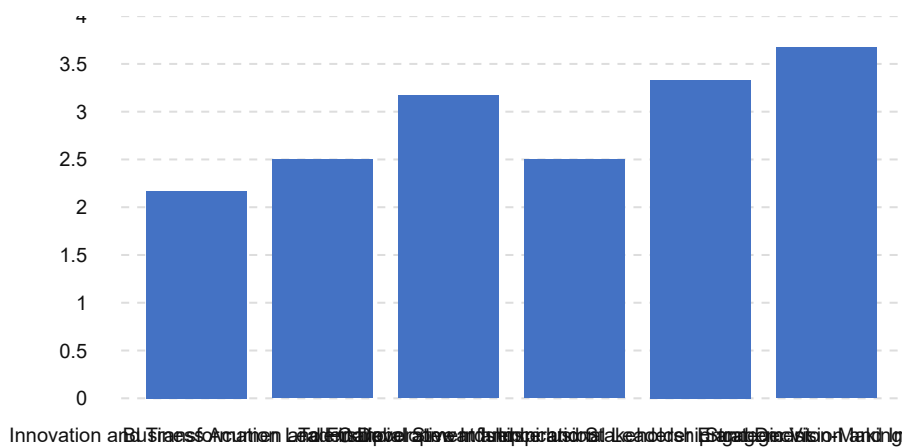


## COMPETENCIES AND THEIR DEFINITION

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



INNOVATION AND TRANSFORMATION LEADERSHIP

STRENGTHS:

SS 2 excels in Strategic Vision and Insight, demonstrating a strong ability to anticipate future trends and align organizational goals with long-term objectives. This strength enables SS 2 to guide their team and organization towards sustainable success, ensuring that current actions are in line with future aspirations. In the area of Inspirational Leadership and Decision-Making, SS 2 shows a notable capacity to motivate and guide their team. This strength allows SS 2 to foster a positive work environment, encouraging high performance and commitment from team members while making informed decisions that support organizational goals. SS 2 demonstrates promising skills in Talent Development and Inclusion, indicating a commitment to nurturing a diverse and capable workforce. This strength contributes to building a robust team culture, enhancing employee engagement, and ensuring the organization has the right skills and perspectives to meet its objectives.

AREAS FOR DEVELOPMENT:

SS 2 needs to improve their skills in driving and implementing innovative solutions across the organization.; There is a need to develop a more proactive approach to identifying and capitalizing on opportunities for transformation.; SS 2 should work on fostering a culture of innovation and continuous improvement within their team.

### STRENGTHS:

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### AREAS FOR DEVELOPMENT:

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SS 2 needs to improve their financial analysis skills to make more informed business decisions.; There is a need to develop a stronger grasp of resource allocation and budgeting processes.; SS 2 should work on enhancing their ability to link financial outcomes to strategic business objectives.

## TALENT DEVELOPMENT AND INCLUSION

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### STRENGTHS:

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### AREAS FOR DEVELOPMENT:

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Technical expertise and comm skill improvement

STRENGTHS:

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AREAS FOR DEVELOPMENT:

Technical expertise and comm skill improvement

INSPIRATIONAL LEADERSHIP AND DECISION-MAKING

STRENGTHS:

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AREAS FOR DEVELOPMENT:

SS 2 could benefit from further developing their ability to consistently communicate decisions clearly to all team members.; There is room for improvement in balancing quick decision-making with thorough consideration of all relevant factors.

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AREAS FOR DEVELOPMENT:

SS 2 could benefit from improving their ability to translate strategic vision into actionable short-term plans.; There is room for enhancement in communicating the strategic vision effectively across all levels of the organization.

## 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.