



NBOL CLASS

Participant Name: c3p1
Company Name: Sohaib
Report By: Admin
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NBOLeadership

Transforming Organisations Through People

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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.

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.

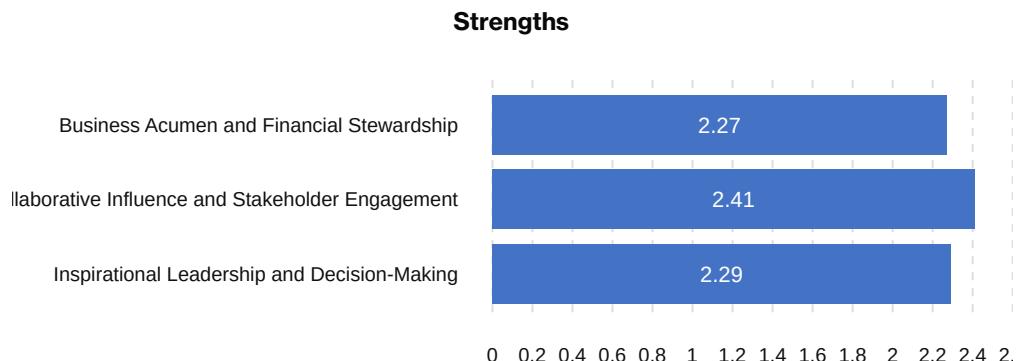
COMPETENCIES AND THEIR DEFINITION

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

SUMMARY OF PARTICIPANT: JAMES

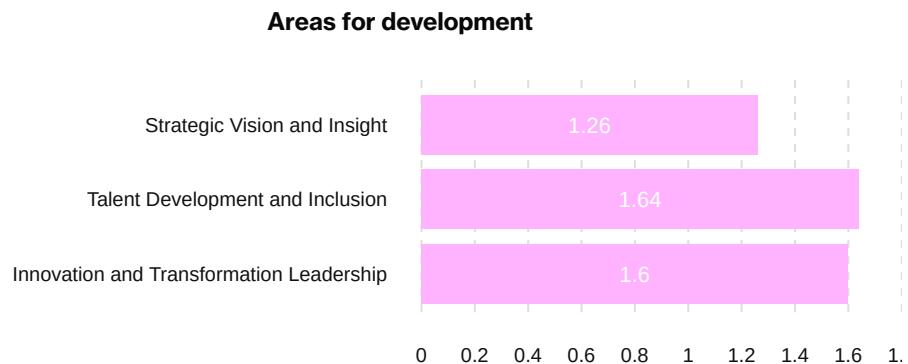
The participant received an overall score of 1.91 out of 5, indicating that while they demonstrate competency in key areas, there is room for improvement. Below is a summary of their strengths and areas for development:



STRENGTHS

The participant excels in Collaborative Influence and Stakeholder Engagement, demonstrating a keen ability to navigate complex interpersonal dynamics. They consistently build and maintain effective relationships across various organizational levels, skillfully managing diverse stakeholder interests. This strength enables the participant to foster cooperation, resolve conflicts, and drive consensus, ultimately contributing to smoother project implementations and more cohesive team efforts. Business Acumen and Financial Stewardship emerge as a moderate strength for the participant. They display a foundational understanding of business principles and financial considerations in their decision-making processes. This competency allows the participant to contribute meaningfully to discussions on organizational strategy and resource allocation, enhancing their credibility among peers and superiors. The participant shows promise in Inspirational Leadership and Decision-Making, indicating an emerging ability to motivate and guide others. While not yet fully developed, this competency suggests that the participant can articulate a compelling vision and make decisions that resonate with team members. This nascent leadership quality provides a platform for further growth and positions the participant as a potential future leader within the organization.

SUMMARY OF PARTICIPANT: JAMES



AREAS FOR DEVELOPMENT

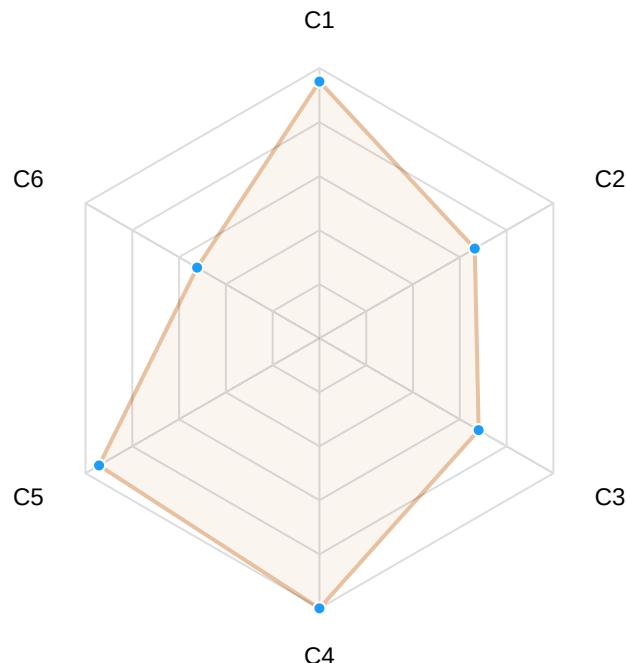
Strategic Vision and Insight represents a significant area for development. The participant struggles to consistently demonstrate long-term thinking and strategic foresight in their approach to challenges and opportunities. This limitation hinders their ability to align day-to-day activities with broader organizational goals and to anticipate future trends that could impact the business. Enhancing this competency is crucial for the participant to contribute more effectively at a strategic level and to guide their team with a clear, forward-looking perspective. Innovation and Transformation Leadership is another critical area requiring improvement. The participant shows limited capacity for driving change and fostering a culture of innovation within their sphere of influence. This gap affects their ability to lead initiatives that could give the organization a competitive edge or to adapt quickly to changing market conditions. Developing this competency will be essential for the participant to become a more effective change agent and to contribute to the organization's long-term success and adaptability. Talent Development and Inclusion emerges as a key development area for the participant. They demonstrate insufficient focus on nurturing team members' skills and creating an inclusive work environment. This deficiency can lead to underutilized team potential, reduced employee engagement, and possible retention issues. Improving in this area is vital for the participant to build a high-performing, diverse team and to establish themselves as a leader who can develop and retain top talent.

SUMMARY OF PARTICIPANT: JAMES

RECOMMENDATIONS

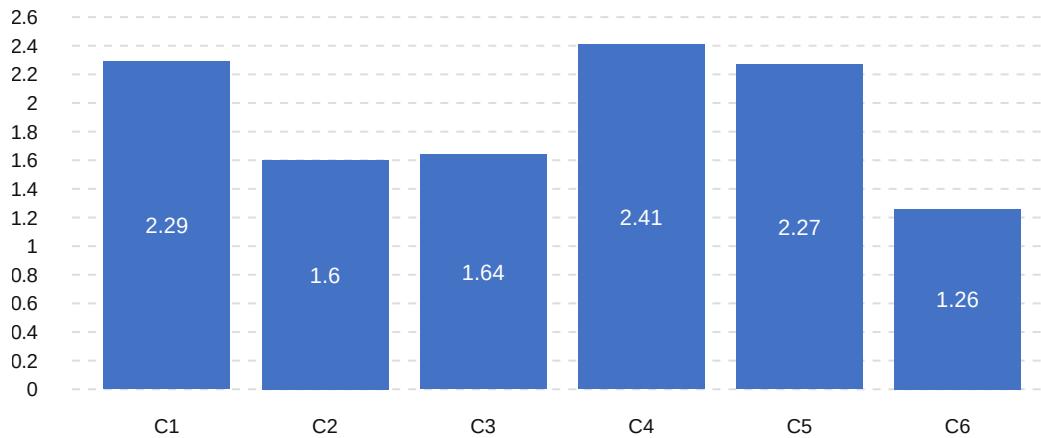
The participant excels in Collaborative Influence and Stakeholder Engagement, demonstrating a keen ability to navigate complex interpersonal dynamics. They consistently build and maintain effective relationships across various organizational levels, skillfully managing diverse stakeholder interests. This strength enables the participant to foster cooperation, resolve conflicts, and drive consensus, ultimately contributing to smoother project implementations and more cohesive team efforts. Business Acumen and Financial Stewardship emerge as a moderate strength for the participant. They display a foundational understanding of business principles and financial considerations in their decision-making processes. This competency allows the participant to contribute meaningfully to discussions on organizational strategy and resource allocation, enhancing their credibility among peers and superiors. The participant shows promise in Inspirational Leadership and Decision-Making, indicating an emerging ability to motivate and guide others. While not yet fully developed, this competency suggests that the participant can articulate a compelling vision and make decisions that resonate with team members. This nascent leadership quality provides a platform for further growth and positions the participant as a potential future leader within the organization.

PARTICIPANT'S SCORE



ID	Competency Name	Score
C1	Inspirational Leadership and Decision-Making	2.29
C2	Innovation and Transformation Leadership	1.60
C3	Talent Development and Inclusion	1.64
C4	Collaborative Influence and Stakeholder Engagement	2.41
C5	Business Acumen and Financial Stewardship	2.27
C6	Strategic Vision and Insight	1.26
Overall Score		1.91

COMPETENCY BASED EVALUATION



C1: Inspirational Leadership and Decision-Making

C2: Innovation and Transformation Leadership

C3: Talent Development and Inclusion

C4: Collaborative Influence and Stakeholder Engagement

C5: Business Acumen and Financial Stewardship

C6: Strategic Vision and Insight

INSPIRATIONAL LEADERSHIP AND DECISION-MAKING

STRENGTHS:

- The participant shows an emerging ability to articulate a vision that resonates with team members, laying the groundwork for inspirational leadership.
- They demonstrate potential in making decisions that consider both short-term needs and long-term implications, indicating a balanced approach to leadership.
- The participant's leadership style appears to foster a positive team environment, which can contribute to increased motivation and engagement among team members.

AREAS FOR DEVELOPMENT:

- The participant needs to work on consistently delivering clear, compelling messages that inspire and motivate team members to achieve stretch goals.
- There is a need to enhance decision-making skills, particularly in high-pressure situations or when faced with ambiguous information.
- The participant should focus on developing a more authoritative presence and confidence when leading meetings or presenting to senior stakeholders.

STRENGTHS:

- The participant occasionally demonstrates openness to new ideas, showing potential for fostering innovation within their team.
- They show some ability to adapt to change, which can be leveraged to develop stronger transformation leadership skills.

AREAS FOR DEVELOPMENT:

- The participant struggles to consistently drive innovation and create a culture of continuous improvement within their sphere of influence.
- There is a significant need to enhance their ability to lead and manage change initiatives effectively.
- The participant should focus on developing skills to challenge the status quo and encourage creative problem-solving among team members.
- Improving their capacity to identify and capitalize on emerging technologies or methodologies would greatly enhance their innovation leadership.

TALENT DEVELOPMENT AND INCLUSION

STRENGTHS:

- The participant shows some awareness of the importance of team development, indicating potential for growth in this area.
- They occasionally demonstrate supportive behaviors towards team members, which can be built upon to enhance talent development capabilities.

AREAS FOR DEVELOPMENT:

- The participant needs to significantly improve their focus on nurturing and developing team members' skills and capabilities.
- There is a critical need to enhance their ability to create and maintain an inclusive work environment that values diversity of thought and background.
- The participant should work on developing a more structured approach to talent management, including regular performance feedback and career development discussions.
- Improving their skills in identifying and cultivating high-potential employees would greatly benefit the long-term success of their team and organization.

STRENGTHS:

- The participant excels in building and maintaining effective relationships across various organizational levels, demonstrating strong interpersonal skills.
- They show a remarkable ability to navigate complex stakeholder environments, skillfully managing diverse interests and perspectives.
- The participant consistently fosters cooperation and drives consensus, contributing to smoother project implementations and team cohesion.
- Their stakeholder engagement skills enable them to effectively resolve conflicts and build alliances, enhancing overall organizational effectiveness.

AREAS FOR DEVELOPMENT:

- The participant could benefit from developing more strategic approaches to influence, particularly when dealing with senior leadership or external partners.
- There is room for improvement in leveraging their strong relationships to drive organizational change more effectively.
- The participant should focus on enhancing their ability to influence without formal authority, especially in cross-functional or matrix organizational structures.

STRENGTHS:

- The participant demonstrates a solid understanding of basic business principles, allowing them to contribute effectively to discussions on organizational strategy.
- They show awareness of financial implications in decision-making processes, which enhances the quality of their contributions in resource allocation discussions.
- The participant's business acumen enables them to communicate effectively with stakeholders from various departments, bridging operational and financial perspectives.

AREAS FOR DEVELOPMENT:

- The participant would benefit from deepening their understanding of complex financial metrics and their impact on long-term business strategy.
- There is room for improvement in translating financial data into actionable insights that drive business performance.
- The participant should focus on developing a more proactive approach to identifying and capitalizing on business opportunities that align with financial goals.

STRENGTHS:

- The participant occasionally demonstrates the ability to link daily operations to broader organizational objectives, showing potential for strategic thinking.
- They show some capacity for identifying emerging trends that could impact the business, albeit inconsistently.

AREAS FOR DEVELOPMENT:

- The participant struggles to consistently demonstrate long-term thinking and strategic foresight in their approach to challenges and opportunities.
- There is a significant need to improve the ability to translate high-level strategies into actionable plans for their team and department.
- The participant should work on enhancing their capacity to anticipate future market trends and their potential impact on the organization's competitive position.
- Developing a more systematic approach to gathering and analyzing strategic information would greatly benefit their decision-making process.

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.