

# ***NBOLeadership***

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***Transforming Organisations Through People***

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## **NBOL CLASS**

**Participant Name:** Lareina House

**Company Name:** subhan test

**Report By:** Reaz

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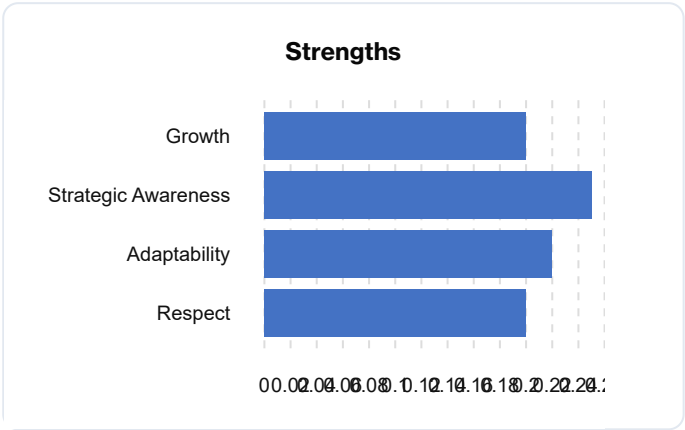
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## SUMMARY OF NBOL CLASS

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

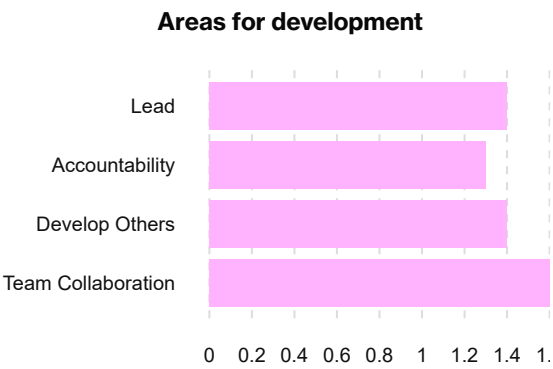
The participant received an overall score of 2.8 out of 5, indicating that while they demonstrate competency in key areas, there is room for improvement. Below is a summary of their strengths and areas for development:



STRENGTHS

Lareina exhibits exceptional Strategic Vision and Insight, consistently demonstrating an ability to think ahead and understand complex situations. This strength enables her to contribute valuable perspectives to long-term planning and organizational direction, positioning her as a key asset in strategic discussions. In the area of Business Acumen and Financial Stewardship, Lareina shows a solid grasp of business principles and financial management. Her understanding in this area allows her to make informed decisions that consider the broader financial implications, contributing to the organization's economic health and sustainability. Lareina's ability to analyze and interpret business environments is noteworthy. This skill, coupled with her strategic thinking, allows her to identify opportunities and potential challenges, providing valuable input for organizational strategy and decision-making processes.

SUMMARY OF PARTICIPANT: JAMES



AREAS FOR DEVELOPMENT

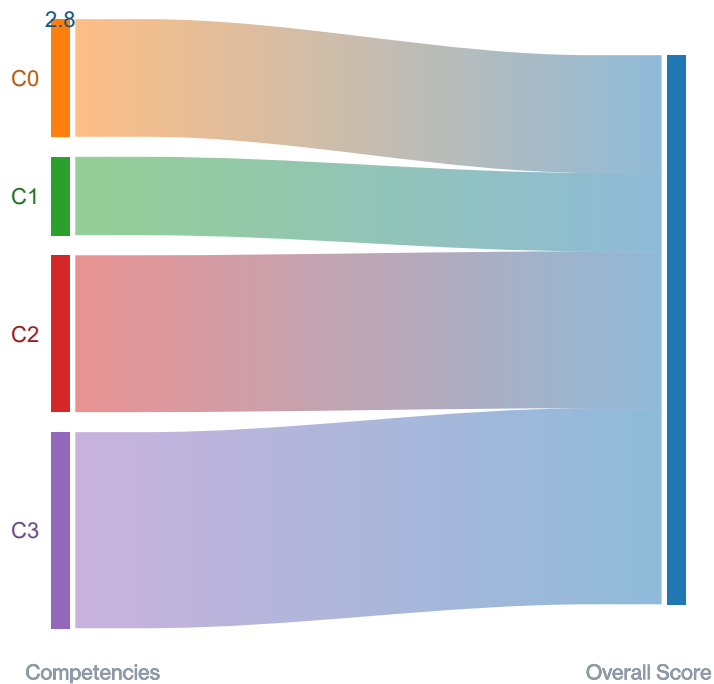
Inspirational Leadership and Decision-Making emerges as an area requiring significant development for Lareina. Her current approach may lack the motivational impact needed to effectively guide and influence others. Enhancing these skills would greatly improve her ability to lead teams and drive collective performance. While Lareina demonstrates strength in strategic thinking, there appears to be a gap in translating this into inspiring and decisive leadership actions. Developing the ability to communicate her vision effectively and make timely decisions would enhance her overall leadership effectiveness. The assessment reveals a competency area that requires substantial improvement, indicating a potential skill gap. This area needs focused attention and development to ensure it does not hinder Lareina's overall professional growth and effectiveness in her role.

## SUMMARY OF PARTICIPANT: JAMES

### RECOMMENDATIONS

Lareina exhibits exceptional Strategic Vision and Insight, consistently demonstrating an ability to think ahead and understand complex situations. This strength enables her to contribute valuable perspectives to long-term planning and organizational direction, positioning her as a key asset in strategic discussions. In the area of Business Acumen and Financial Stewardship, Lareina shows a solid grasp of business principles and financial management. Her understanding in this area allows her to make informed decisions that consider the broader financial implications, contributing to the organization's economic health and sustainability. Lareina's ability to analyze and interpret business environments is noteworthy. This skill, coupled with her strategic thinking, allows her to identify opportunities and potential challenges, providing valuable input for organizational strategy and decision-making processes.

PARTICIPANT'S SCORE



Competency	Score
Inspirational Leadership and Decision-Making	2.40
test competency	1.60
Business Acumen and Financial Stewardship	3.20
Strategic Vision and Insight	4.00
Overall Score	2.8

## 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

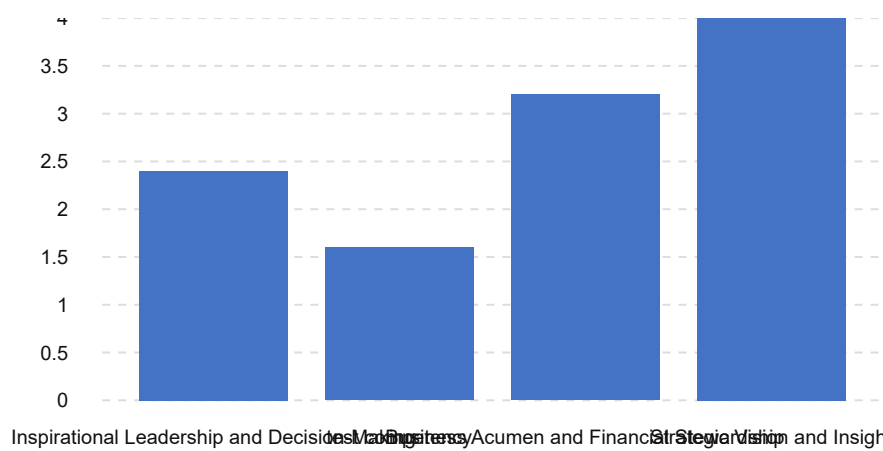


## COMPETENCIES AND THEIR DEFINITION

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



INSPIRATIONAL LEADERSHIP AND DECISION-MAKING

STRENGTHS:

Lareina exhibits exceptional Strategic Vision and Insight, consistently demonstrating an ability to think ahead and understand complex situations. This strength enables her to contribute valuable perspectives to long-term planning and organizational direction, positioning her as a key asset in strategic discussions. In the area of Business Acumen and Financial Stewardship, Lareina shows a solid grasp of business principles and financial management. Her understanding in this area allows her to make informed decisions that consider the broader financial implications, contributing to the organization's economic health and sustainability. Lareina's ability to analyze and interpret business environments is noteworthy. This skill, coupled with her strategic thinking, allows her to identify opportunities and potential challenges, providing valuable input for organizational strategy and decision-making processes.

AREAS FOR DEVELOPMENT:

Lareina needs to improve her ability to inspire and motivate team members effectively.; There is a need to enhance decision-making skills, particularly in high-pressure or complex situations.; Developing a more charismatic and influential leadership style would benefit Lareina's overall effectiveness.

STRENGTHS:

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AREAS FOR DEVELOPMENT:

This competency requires significant improvement to meet expected performance standards.; Focused attention and development in this area are necessary to address the current skill gap.; Enhancing skills in this competency would contribute to Lareina's overall professional effectiveness.

BUSINESS ACUMEN AND FINANCIAL STEWARDSHIP

STRENGTHS:

Lareina exhibits exceptional Strategic Vision and Insight, consistently demonstrating an ability to think ahead and understand complex situations. This strength enables her to contribute valuable perspectives to long-term planning and organizational direction, positioning her as a key asset in strategic discussions. In the area of Business Acumen and Financial Stewardship, Lareina shows a solid grasp of business principles and financial management. Her understanding in this area allows her to make informed decisions that consider the broader financial implications, contributing to the organization's economic health and sustainability. Lareina's ability to analyze and interpret business environments is noteworthy. This skill, coupled with her strategic thinking, allows her to identify opportunities and potential challenges, providing valuable input for organizational strategy and decision-making processes.

AREAS FOR DEVELOPMENT:

There may be room to improve in translating financial insights into actionable strategies for team members.

STRENGTHS:

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AREAS FOR DEVELOPMENT:

There may be an opportunity to improve in communicating strategic insights more effectively to various stakeholders.

## 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.