

# ***NBOLeadership***

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***Transforming Organisations Through People***

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## **NBOL CLASS**

**Participant Name:** New Employee One

**Company Name:** New Customer Wednesday

**Report By:** Reaz

**Date:** 20/02/2025

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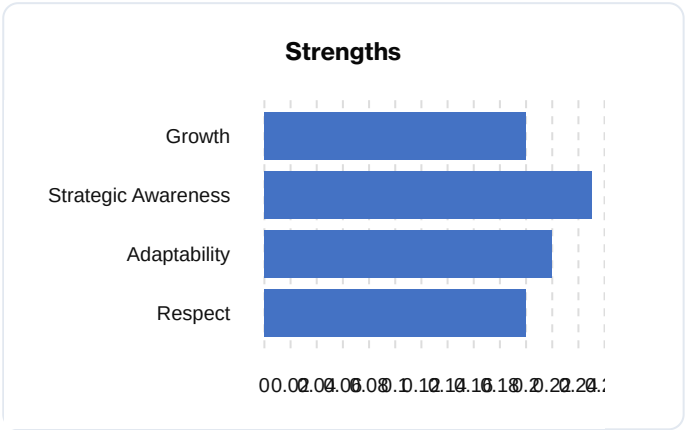
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## SUMMARY OF NBOL CLASS

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

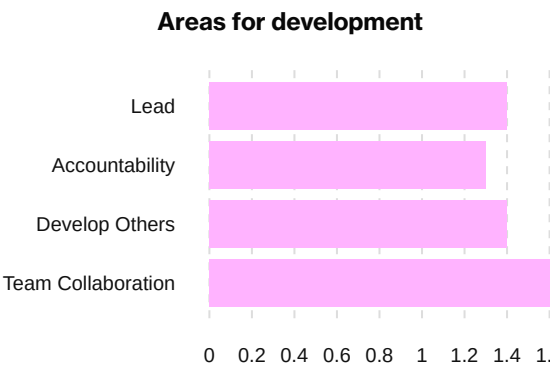
The participant received an overall score of 4.535 out of 5, indicating that while they demonstrate competency in key areas, there is room for improvement. Below is a summary of their strengths and areas for development:



STRENGTHS

New Employee One demonstrates a notable capacity for strategic thinking. This is evidenced by their ability to consider broader implications and long-term consequences of decisions, which is crucial for guiding the organization's future direction and success. The participant shows a promising foundation in business acumen. Their understanding of key business principles and financial concepts indicates potential for making informed decisions that align with organizational goals and financial health. New Employee One exhibits adaptability and openness to learning. This strength is particularly valuable in today's rapidly changing business environment, allowing for quick adjustments to new strategies and methodologies as needed.

SUMMARY OF PARTICIPANT: JAMES



AREAS FOR DEVELOPMENT

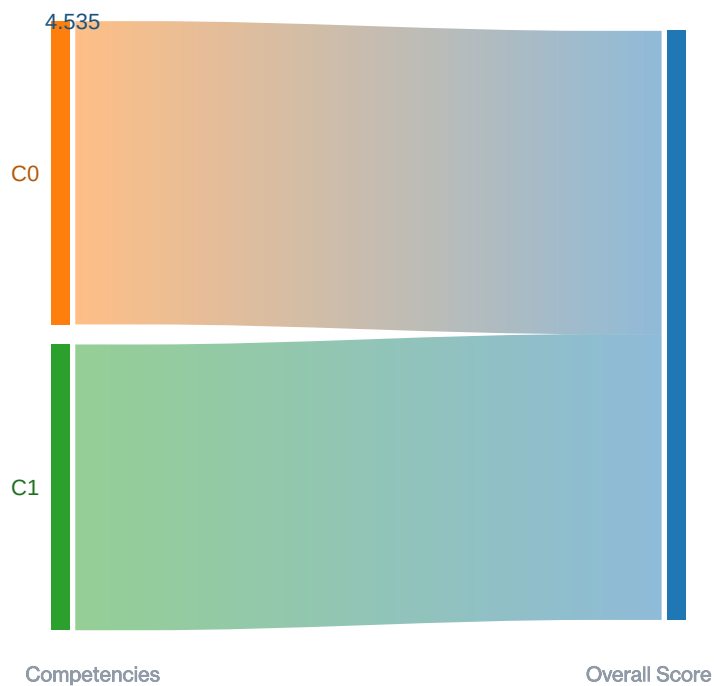
While New Employee One shows potential in strategic thinking, there is a need to improve the articulation and communication of strategic ideas. Enhancing this skill would enable better alignment of team efforts with organizational objectives and foster more effective collaboration. The participant could benefit from strengthening their practical application of business and financial principles. Bridging the gap between theoretical knowledge and real-world implementation would significantly enhance their contribution to financial stewardship and business growth. There is room for improvement in balancing short-term actions with long-term strategic goals. Developing this skill would help New Employee One make more holistic decisions that consider both immediate needs and future implications.

## SUMMARY OF PARTICIPANT: JAMES

### RECOMMENDATIONS

New Employee One demonstrates a notable capacity for strategic thinking. This is evidenced by their ability to consider broader implications and long-term consequences of decisions, which is crucial for guiding the organization's future direction and success. The participant shows a promising foundation in business acumen. Their understanding of key business principles and financial concepts indicates potential for making informed decisions that align with organizational goals and financial health. New Employee One exhibits adaptability and openness to learning. This strength is particularly valuable in today's rapidly changing business environment, allowing for quick adjustments to new strategies and methodologies as needed.

PARTICIPANT'S SCORE



Competency	Score
Strategic Vision and Insight	4.67
Business Acumen and Financial Stewardship	4.40
Overall Score	4.535

## 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

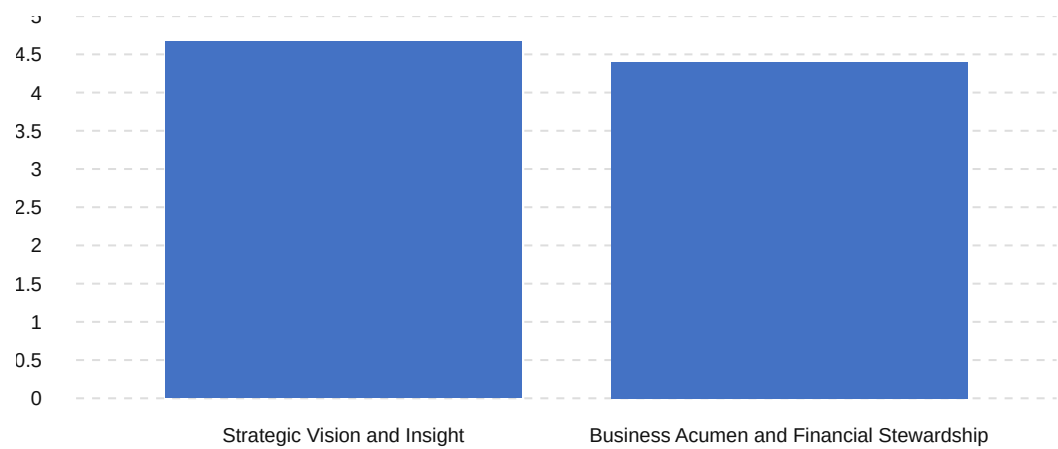


## COMPETENCIES AND THEIR DEFINITION

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



### STRATEGIC VISION AND INSIGHT

**STRENGTHS:**

New Employee One demonstrates a notable capacity for strategic thinking. This is evidenced by their ability to consider broader implications and long-term consequences of decisions, which is crucial for guiding the organization's future direction and success. The participant shows a promising foundation in business acumen. Their understanding of key business principles and financial concepts indicates potential for making informed decisions that align with organizational goals and financial health. New Employee One exhibits adaptability and openness to learning. This strength is particularly valuable in today's rapidly changing business environment, allowing for quick adjustments to new strategies and methodologies as needed.

**AREAS FOR DEVELOPMENT:**

Needs to improve the clear articulation and communication of strategic ideas to ensure better understanding and buy-in from others.; Could benefit from enhancing the ability to translate strategic concepts into actionable plans.

STRENGTHS:

New Employee One demonstrates a notable capacity for strategic thinking. This is evidenced by their ability to consider broader implications and long-term consequences of decisions, which is crucial for guiding the organization's future direction and success. The participant shows a promising foundation in business acumen. Their understanding of key business principles and financial concepts indicates potential for making informed decisions that align with organizational goals and financial health. New Employee One exhibits adaptability and openness to learning. This strength is particularly valuable in today's rapidly changing business environment, allowing for quick adjustments to new strategies and methodologies as needed.

AREAS FOR DEVELOPMENT:

Needs to strengthen the practical application of business principles in day-to-day operations and decision-making.; Could improve on linking financial data to strategic business outcomes for more impactful contributions.

## 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.