# Sample: Analysis of research findings

Presenting quantitative findings

- Surveys are really handy for providing quantitative data to support your storytelling and guide your decision making.
- I encourage you to use an online survey tool that will do the analysis for you!
- You don't need to present the entire body of your work. Use critical thinking and analysis skills to pull out the data that actively informs your leadership development strategy.
- Here's what it might look like.

Leadership Competencies
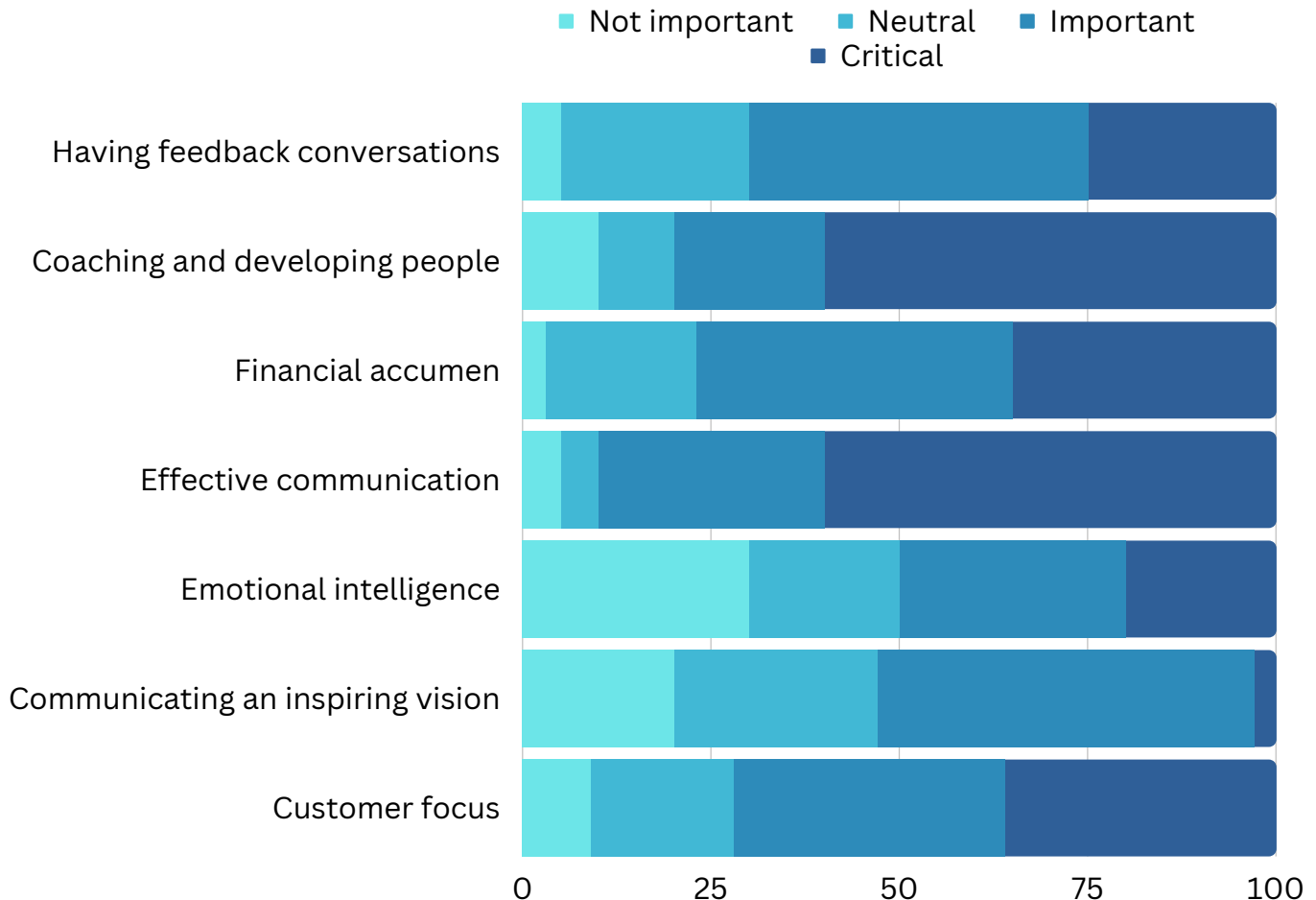
Presenting qualitative findings

- Identify themes and present those
- Record the top answers for your questions

Interview Notes

- Organisational Vision & Strategy:

Aligned with the vision but don't really understand where I fit
Communication of strategy good from CEO, falls down through mid management
Like the purpose
Focus on productivity is needed
Solid focus on customer
Long way to go to meet courageous conversation target

- Current State of Leadership:

Genuinely care
Work in silos
Communication breaks down in mid management
Shy away from difficult conversations
Some managers don't understand the industry well enough
Customers get forgotten

- Desired Leadership Competencies:

Coaching
Communication
Financial understanding
A focus on the customer
Developing people

- Learning & Development:

Enjoy flexibility in approach
People are busy, can't be too time consuming
Previous training was too generalised
Opportunity to include financial acumen

Presenting qualitative findings

- Use tables to clearly present information and be able to identify gaps and opportunities

WEAKNESSES	STRENGTHS
Working in Silos	Brand loyalty
Poor collaboration	Desire to help customer
Communication	Desire to win
Difficult conversations	Technology to support communication
Financial acumen	Quality focus
Coaching and development	Kind and caring

Use your data and understanding of strategy to make preliminary conclusions

Current state	Desired state
Working in Silos	Effective cross business uni communication and collaboration
Lack of focus on productivity and lack of accountability	Performance framework with clear KPIs related to strategy, and ability to have performance conversations
Communication breakdown through mid management	Management are visible, and translating strategy in to real life context and execution for their teams
Difficult conversations	Technology to support communication
Managers aren't skilled in financial acumen	All managers understand their business unit financials and know their levers to pull to drive results
Leaders want the best for their teams, but don't know how to get the best out of them	Leaders are trained and effective coaches