

Leadership Trust Report

Top Strategic Priorities:

- **1:** Improve Clarity in Delegation Communication: The significant gap in perceptions regarding clarity of expectation in delegation tasks can hinder team effectiveness. Addressing this issue can enhance overall team performance.
- **2:** Empower Decision-Making within Leadership: There is a critical gap in the development of the leadership team's decision-making capacity. Fostering this skill will reduce the dependency on the CEO for problem-solving.
- **3:** Establish Feedback Mechanisms: While feedback is generally well-rated, aligning the CEO's and team's perception of its timeliness and constructiveness is vital for continuous improvement.

Delegation and Trust Analysis:

Delegation Dynamics - Current Status:

CEO scored an average of 6.9 in delegation dynamics while the leadership team averaged 7.1, indicating a small gap of -0.20.

Delegation Dynamics - Key Gaps:

Red-Level Issues:

- Lack of clarity in task delegation processes as indicated by the CEO's score of 4 vs. team score of 10.
- The CEO's minimal focus on developing leadership decision-making skills, with a score of 1 compared to the team's score of 7.

Orange-Level Issues:

- Perceived need for frequent follow-up by the CEO; team confidence in ownership is low with a score of 3.

Green-Level Strengths:

- Overall strong delegation practices, with multiple scores of 9 from the CEO regarding the resources and authority given to team members.

Trust Dynamics - Current Status:

Trust scores yield an average of 7.1 for the CEO and 7.0 for the leadership team, demonstrating a slight gap of 0.1.

Trust Dynamics - Key Gaps:

Red-Level Issues:

- Significant disparity in perceptions of accountability within the organization, with the CEO scoring 1 while the team averages 7.

Orange-Level Issues:

- The CEO's reliance on team initiation for tasks is unclear, with a low score of 2 in operational resolution.

Green-Level Strengths:

- Strong foundation of mutual trust with high scores (9) on empowering team members to take ownership.

Recommendations:

- **Implement structured delegation training with clear guidelines on expectations and outcomes.**
- Priority: High
- **Facilitate workshops focusing on decision-making and accountability to enhance team confidence and independence.** - Priority: Medium
- **Create a feedback loop for both the CEO and team to regularly assess delegation effectiveness and trust levels.** - Priority: Medium

Next Steps:

Immediate Actions:

- Schedule a delegation clarity workshop to align expectations across the team.
- Introduce a feedback mechanism regarding autonomy in task management.

Mid-Term Goals:

- Conduct team-building activities to enhance trust.
- Establish routine check-ins to discuss and adapt delegation approaches.

Long-Term Strategy:

- Integrate trust-building sessions into regular leadership team meetings.
- Develop a comprehensive leadership development program to enhance team autonomy.

Heatmap Summary:

Delegation Scores:

- Communication of delegation expectations: CEO Score: 4, Team Avg: 10.0, Gap: -6.0, Level: Red
- Resources and authority for tasks: CEO Score: 9, Team Avg: 7.0, Gap: 2.0, Level: Green
- CEO focus on strategic activities: CEO Score: 6, Team Avg: 10.0, Gap: -4.0, Level: Red
- Team ownership of tasks: CEO Score: 9, Team Avg: 3.0, Gap: 6.0, Level: Red
- Reassignment of low-priority tasks: CEO Score: 9, Team Avg: 7.0, Gap: 2.0, Level: Green
- Feedback on performance: CEO Score: 9, Team Avg: 10.0, Gap: -1.0, Level: Green
- Skill-based task assignments: CEO Score: 9, Team Avg: 7.0, Gap: 2.0, Level: Green
- Process for identifying delegation: CEO Score: 4, Team Avg: 7.0, Gap: -3.0, Level: Red
- Development of leadership decision-making: CEO Score: 1, Team Avg: 7.0, Gap: -6.0, Level: Red
- Leadership development through delegation: CEO Score: 9, Team Avg: 3.0, Gap: 6.0, Level: Red

Trust Scores:

- Mutual trust on responsibilities: CEO Score: 9, Team Avg: 7, Gap: 2, Level: Green
- Trust in delivering results: CEO Score: 9, Team Avg: 7, Gap: 2, Level: Green
- Empowerment in decision-making: CEO Score: 9, Team Avg: 3, Gap: 6, Level: Red
- Constructive handling of mistakes: CEO Score: 9, Team Avg: 7, Gap: 2, Level: Green
- Culture of accountability: CEO Score: 1, Team Avg: 7, Gap: -6, Level: Red
- Delegation of authority: CEO Score: 9, Team Avg: 9, Gap: 0, Level: Green
- Rare escalations of tasks: CEO Score: 5, Team Avg: 9, Gap: -4, Level: Orange
- Time spent resolving issues: CEO Score: 2, Team Avg: 5, Gap: -3, Level: Orange
- Team initiative without oversight: CEO Score: 9, Team Avg: 9, Gap: 0, Level: Green
- Confidence in leadership team: CEO Score: 9, Team Avg: 7, Gap: 2, Level: Green

Final Observation:

The analysis reveals significant gaps in both delegation clarity and trust dynamics. Immediate attention is needed on clear communication of delegated tasks, empowering decision-making within the leadership team, and establishing a culture of accountability to enhance organizational effectiveness.