

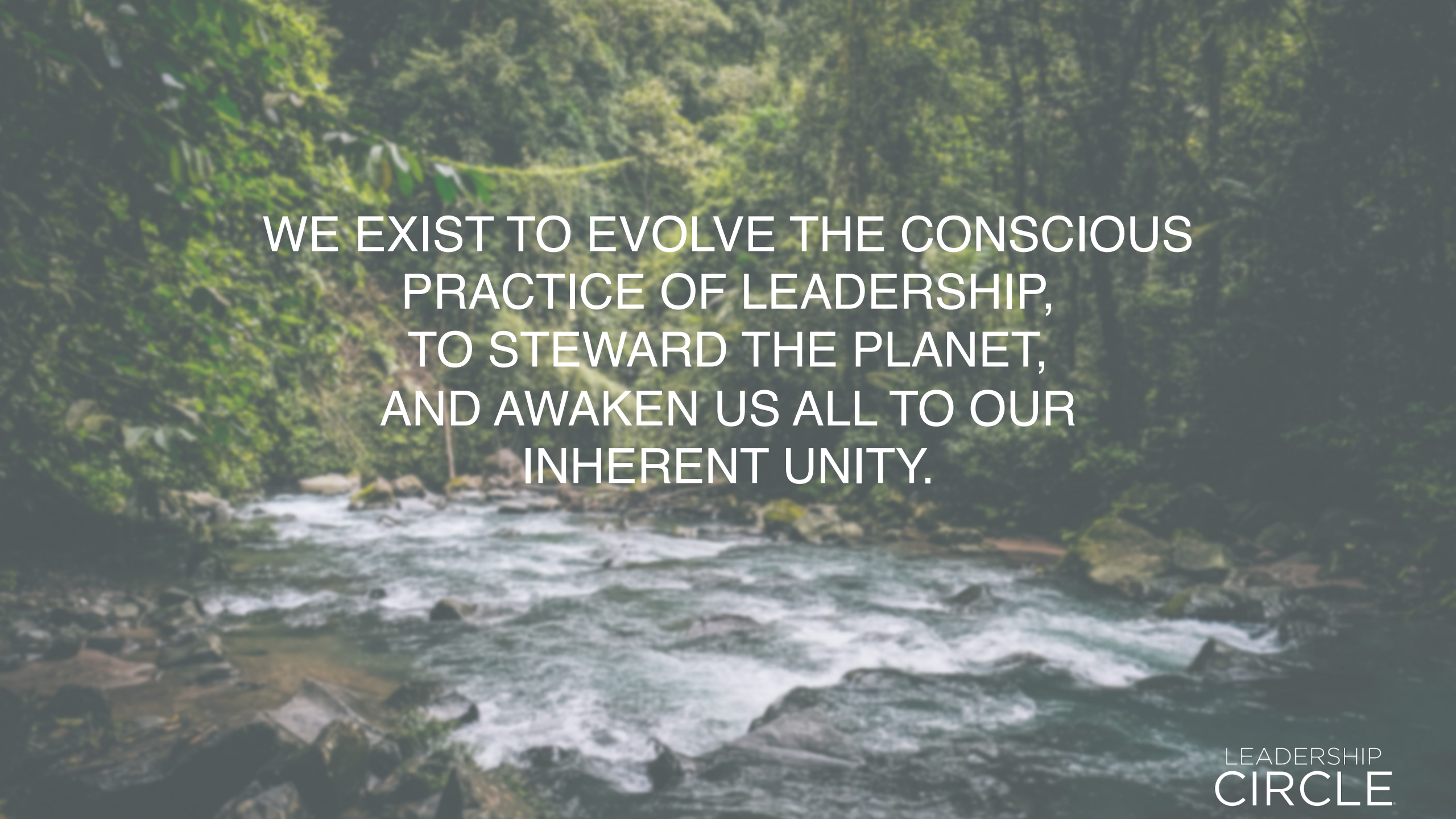


COLLECTIVE  
LEADERSHIP  
ASSESSMENT™  
CERTIFICATION

# What to Expect From The Collective Leadership Assessment Certification

Steve Athey

LEADERSHIP  
CIRCLE

A lush green forest with a rocky stream flowing through it. The water is white and foamy as it cascades over dark rocks. The surrounding vegetation is dense and vibrant green, with sunlight filtering through the trees.

WE EXIST TO EVOLVE THE CONSCIOUS  
PRACTICE OF LEADERSHIP,  
TO STEWARD THE PLANET,  
AND AWAKEN US ALL TO OUR  
INHERENT UNITY.



## TODAY'S OBJECTIVES:

- Learn about the Collective Leadership Assessment<sup>®</sup> and how it measures the perception of collective leadership
- Explore how you can use this assessment to work with teams and organizations
- Discover how becoming Collective Leadership Assessment Certified can expand and scale your impact



Leadership

*Leadership is  
scaling the  
capability and  
capacity in the  
organization to  
create outcomes  
that matter most.*

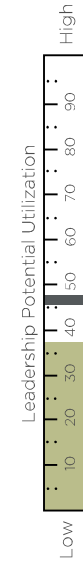
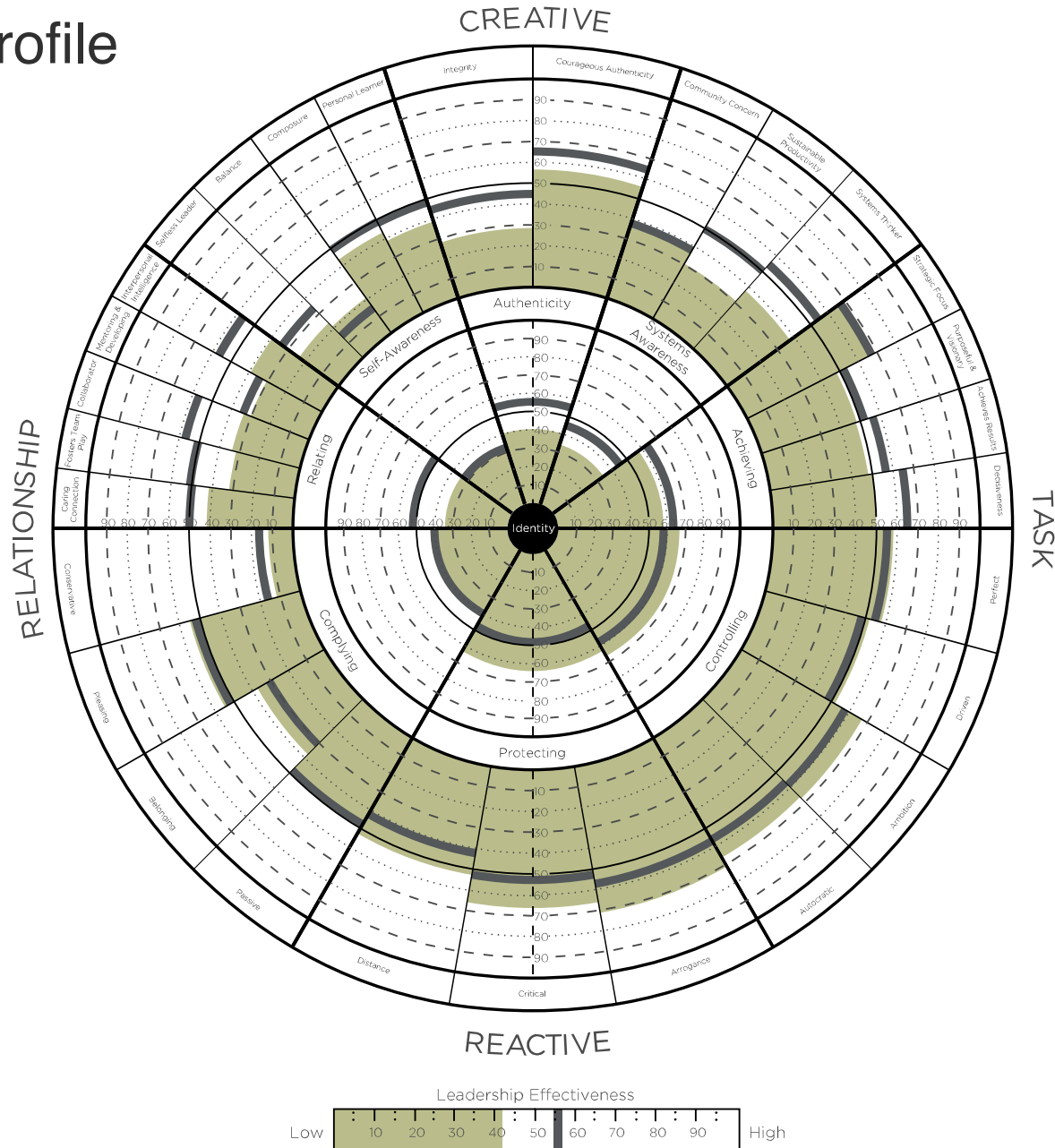
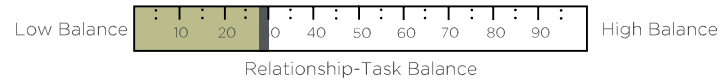
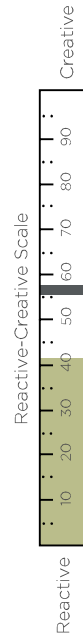
LEADERSHIP  
CIRCLE



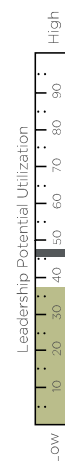
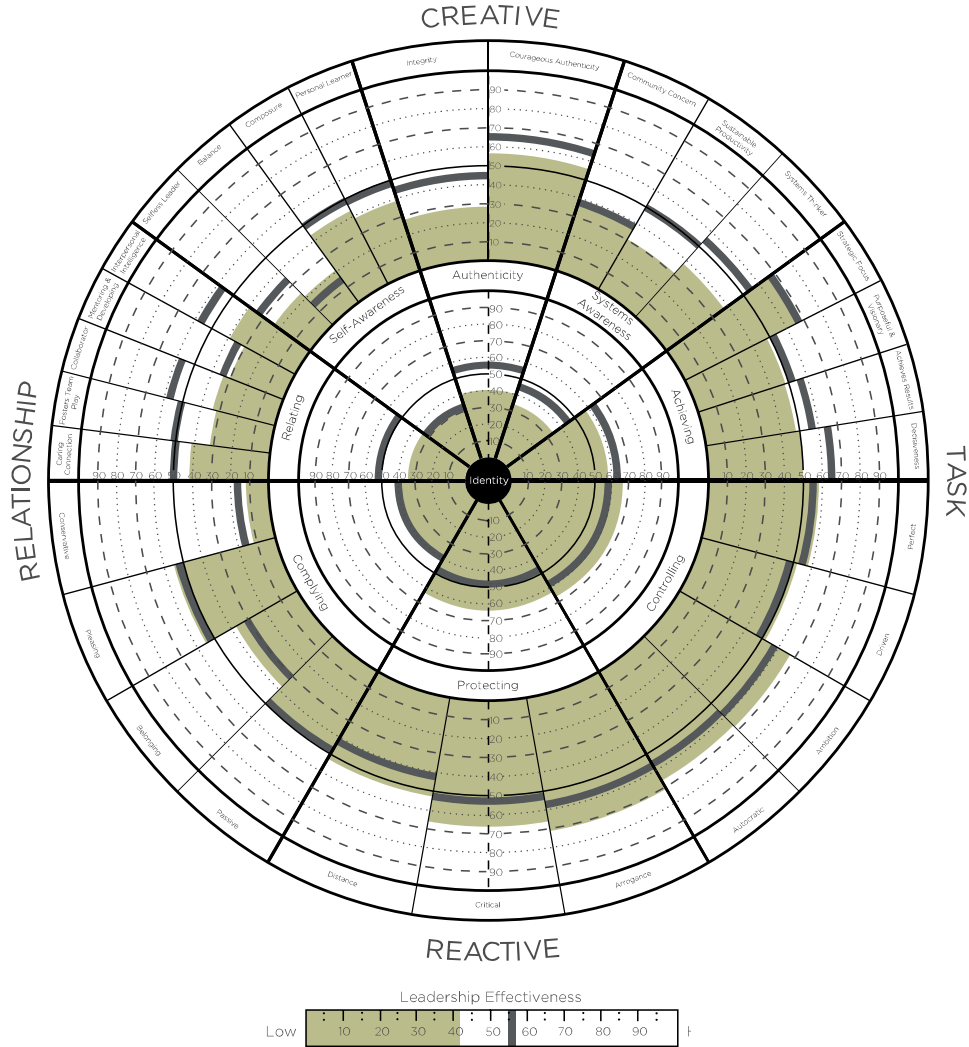
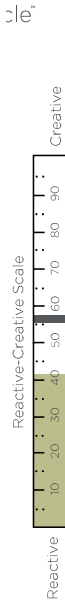
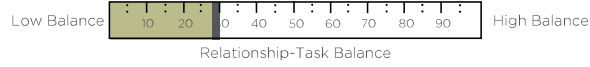
Breakout Discussion:

*What advantages do you see in teams working collectively — in their shared development?*

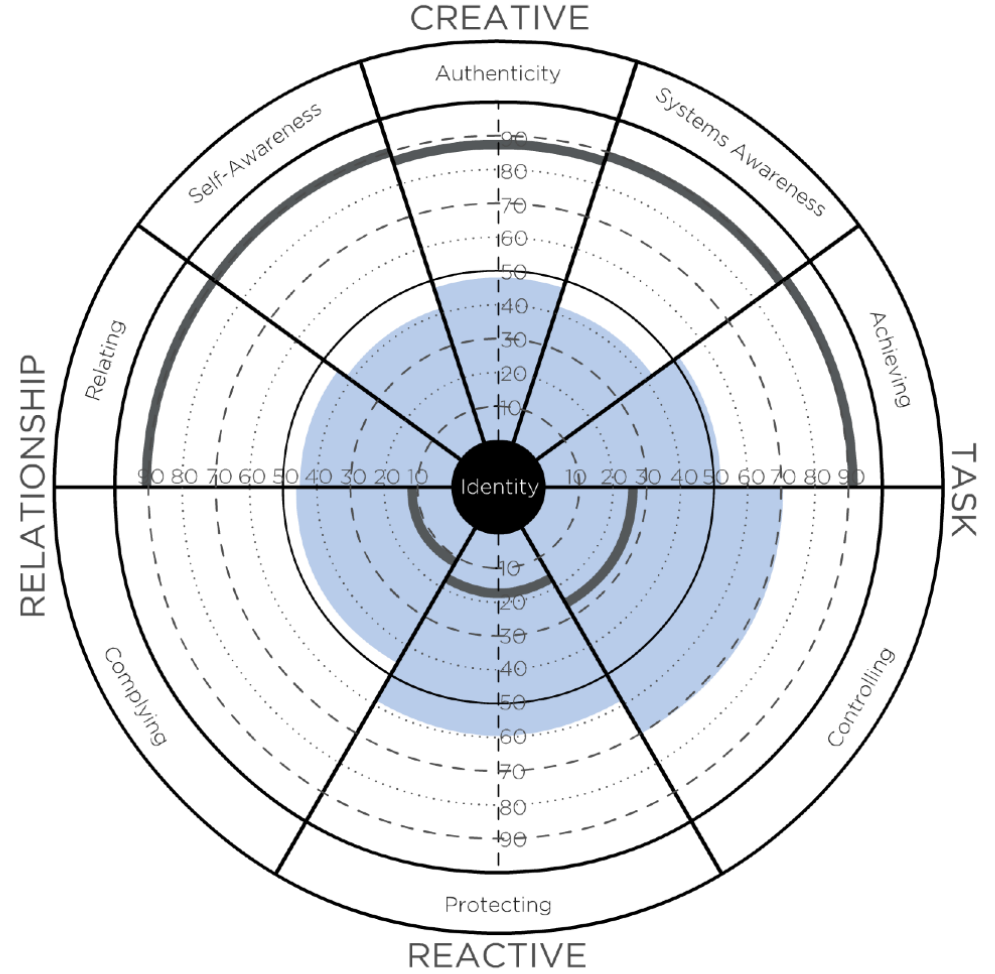
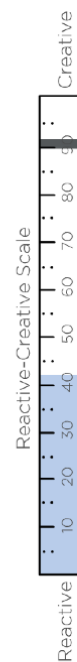
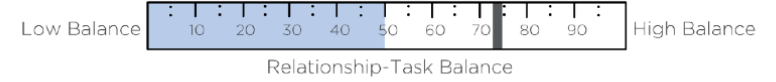
# Leadership Circle Profile Group Report



# Leadership Circle Profile Group Report



# Collective Leadership Assessment



# Key Differences Between LCP Group Profile and the Collective Leadership Effectiveness Assessment

## Leadership Circle Aggregate Group Profile

- Rollup of a collection of individual Leadership Circle Profiles
- Focus of analysis is on the individual, and then scores are aggregated across the selected group
- Is diagnostic in nature, allows a senior team or group to contemplate potential Reactive and Creative patterns as a team or group

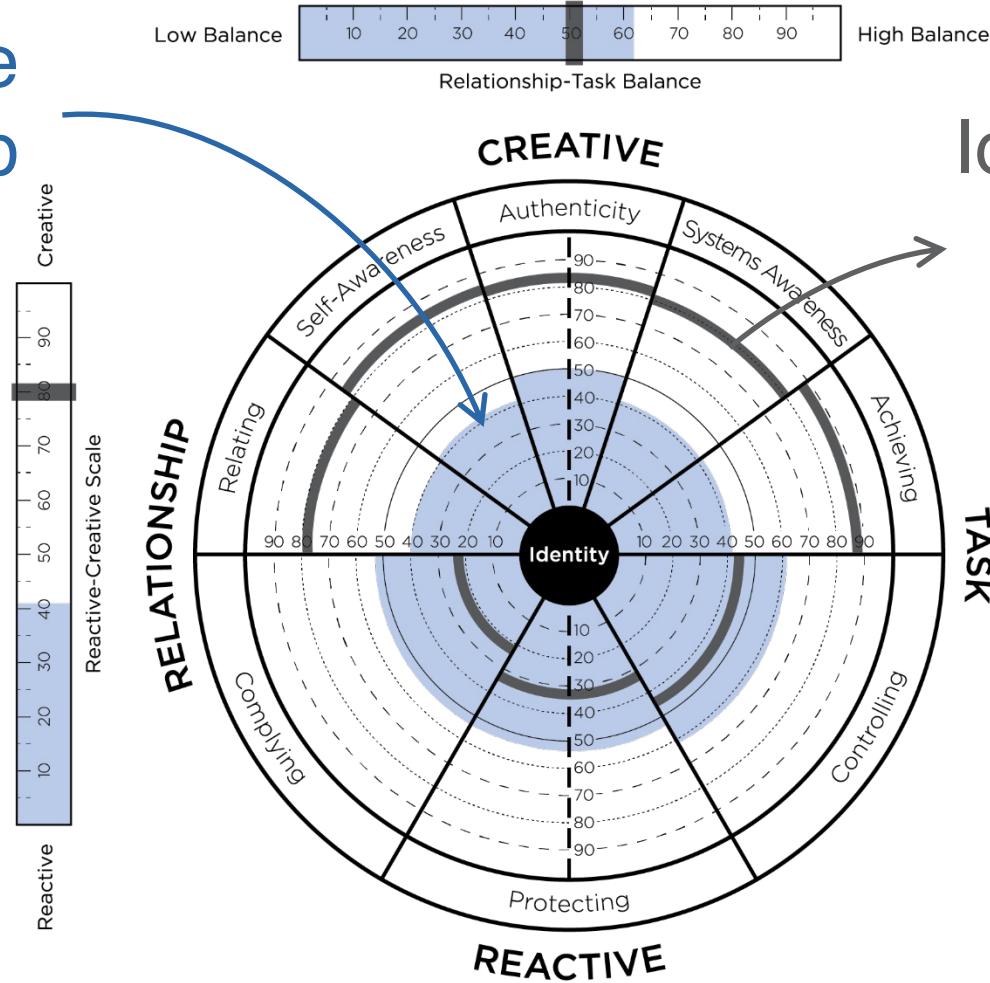
## Collective Leadership Effectiveness Assessment

- Measures gap between current leadership effectiveness (Actual) and aspirational leadership effectiveness (Ideal)
- Focus of analysis is on collective leadership
- Is directional in nature and deeply informs the Collective Leadership Development Agenda



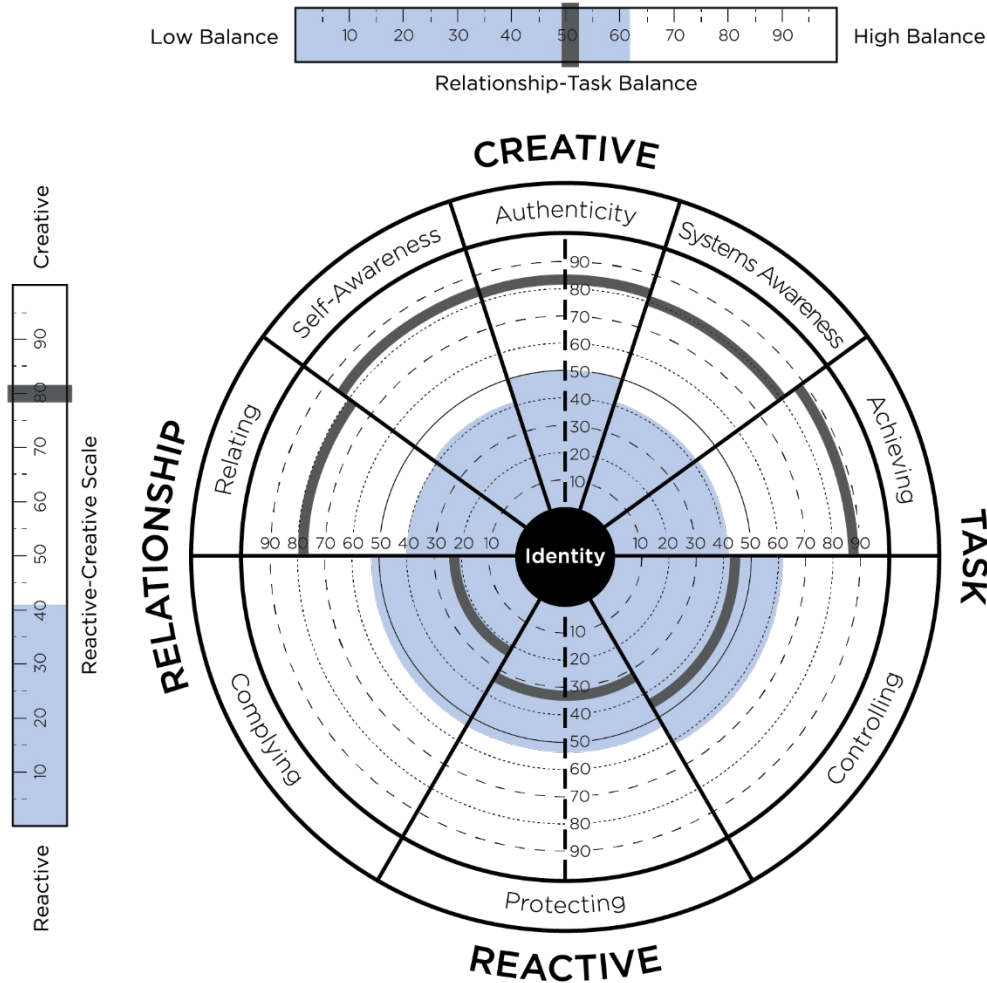
# Collective Leadership Assessment

Actual Collective Leadership



Ideal Collective Leadership

## COLLECTIVE LEADERSHIP ASSESSMENT: Gaps as a Pathway for Greater Leadership Effectiveness



The Gaps between Actual and Desired:

- Put the spotlight on how collective leadership affects culture
- Establish a compelling rationale for change
- Provide insight into how strong vision and desire for change is
- Indicate where the most energy for change is in the system
- Help direct leaders to where the most critical conversations for effectiveness can be had linked to strategy

# Sorts Tables from CLA Report

## Sorted by Actual

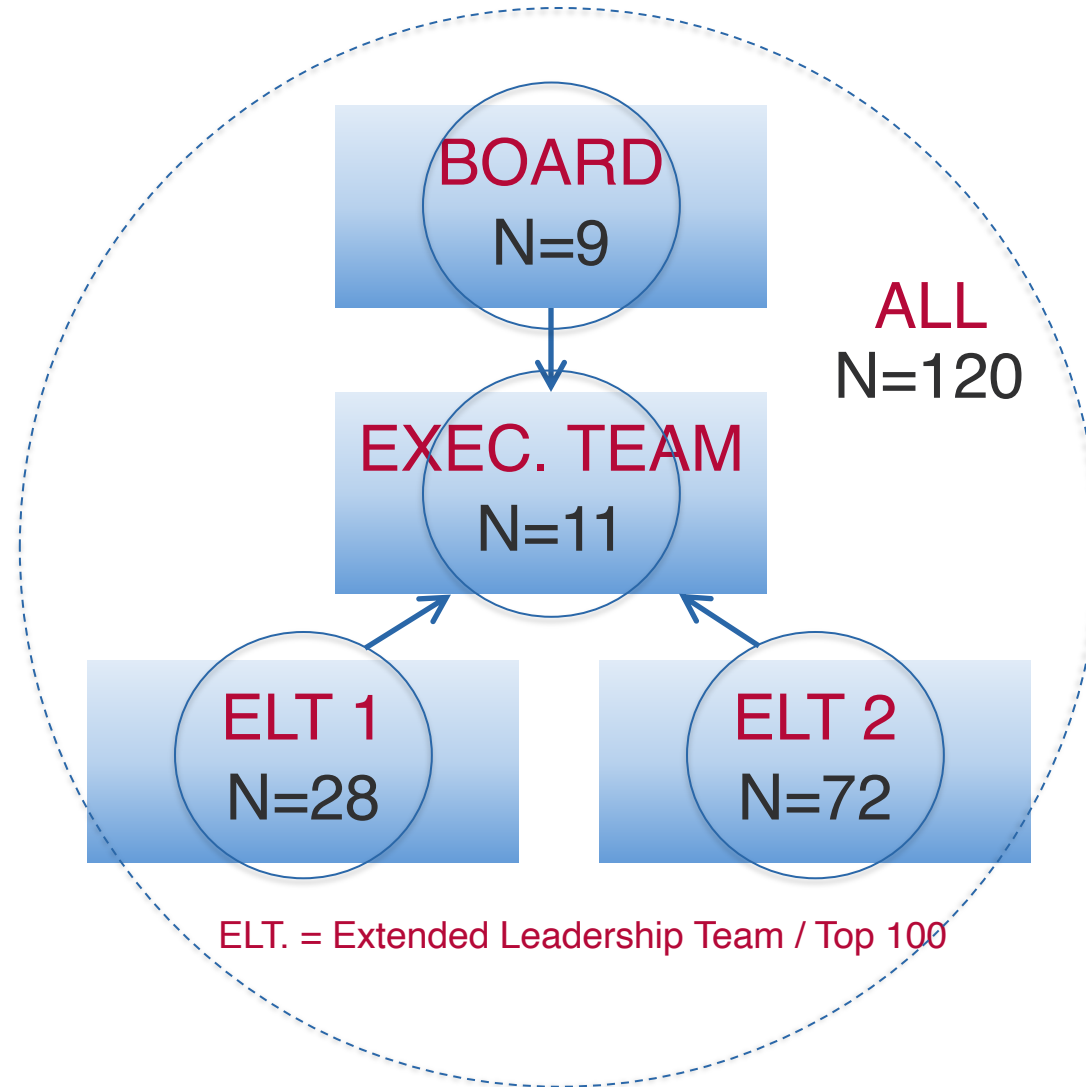
Senior Team	Actual %	Ideal %
<b>Dimensions</b>		
Driven	79 %	22 %
Community Concern	70 %	92 %
Belonging	63 %	11 %
Achieves Results	63 %	76 %
Perfect	61 %	30 %
Conservative	59 %	8 %
Composure	57 %	85 %
Caring Connection	57 %	87 %
Purposeful & Visionary	56 %	92 %
Pleasing	55 %	15 %
Arrogance	54 %	8 %
Customer Focus	54 %	90 %
Strategic Focus	53 %	92 %
Ambition	51 %	6 %
Collaborator	50 %	81 %
Critical	49 %	9 %
Systems Thinker	49 %	89 %
Interpersonal Intelligence	49 %	89 %
Personal Learner	48 %	88 %
Mentoring & Developing	47 %	86 %
Autocratic	46 %	7 %
Controlled & Predictable	44 %	22 %

## Sorted by Ideal

Senior Team	Actual %	Ideal %
<b>Dimensions</b>		
Strategic Focus	53 %	92 %
Purposeful & Visionary	56 %	92 %
Sustainable Productivity	44 %	92 %
Community Concern	70 %	92 %
Integrity	42 %	92 %
Customer Focus	54 %	90 %
Systems Thinker	49 %	89 %
Balance	21 %	89 %
Interpersonal Intelligence	49 %	89 %
Decisiveness	38 %	88 %
Personal Learner	48 %	88 %
Fosters Team Play	44 %	88 %
Involvement	42 %	87 %
Caring Connection	57 %	87 %
Mentoring & Developing	47 %	86 %
Courageous Authenticity	38 %	85 %
Composure	57 %	85 %
Collaborator	50 %	81 %
Achieves Results	63 %	76 %
Selfless Leader	30 %	54 %
Perfect	61 %	30 %
Driven	79 %	22 %

# A Typical Collective Leadership Assessment

Focus:  
Executive Team



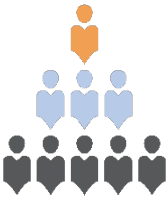
# Leadership: The Business Case

- ❑ Most research confirms that leadership (and the culture it creates) is really the **ONLY** single differentiator between organizations.
- ❑ People tend to join great companies and leave lousy bosses (companies with ineffective leaders are vulnerable to losing the best talent).
- ❑ A great strategy implemented by ineffective leadership is sure to fail.
- ❑ Culture **ALWAYS** trumps strategy.... And leadership is the *Number One* influence on culture.
- ❑ Research confirms *Creative Leadership significantly* outperforms *Reactive Leadership*
- ❑ Leaders collectively impact the effectiveness of strategy execution.
- ❑ Most effective organizations make developing leaders a strategic focus.

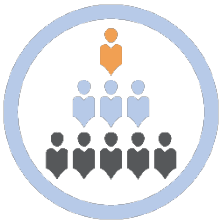
# How Leaders Scale Leadership



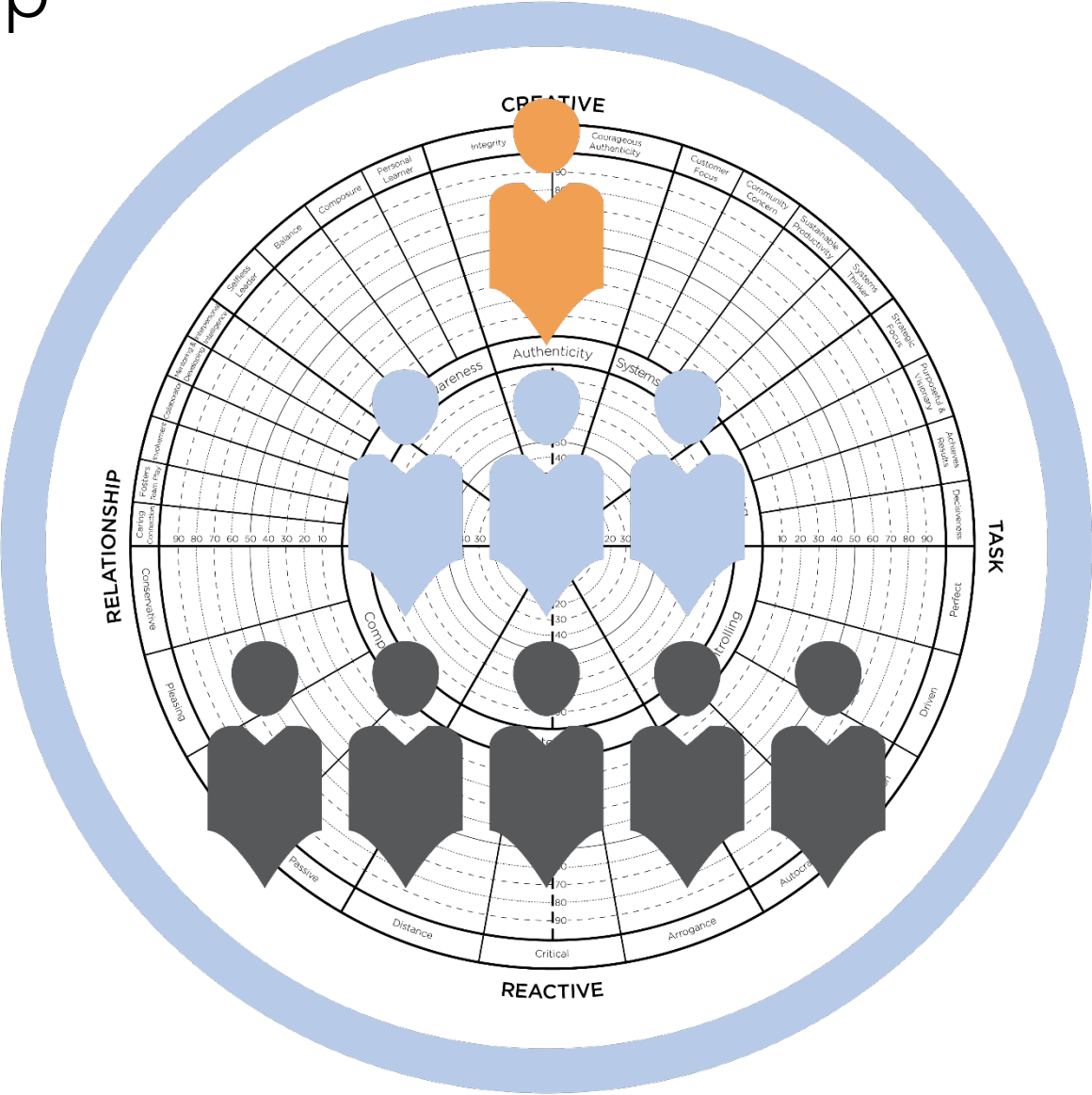
Start with Self – *“I am the project”*



Develop Your Team and Teams

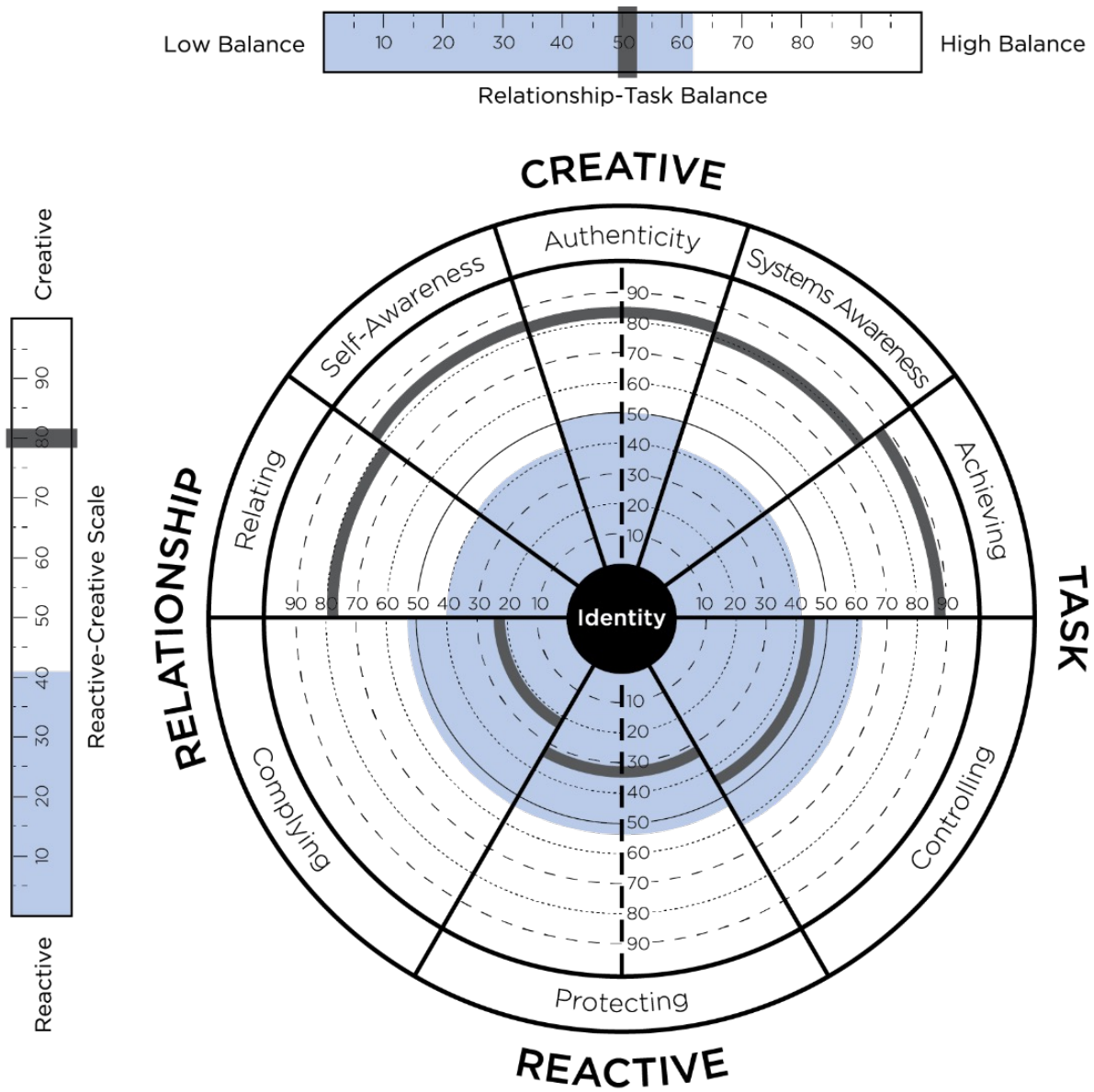


Connect the Leadership System



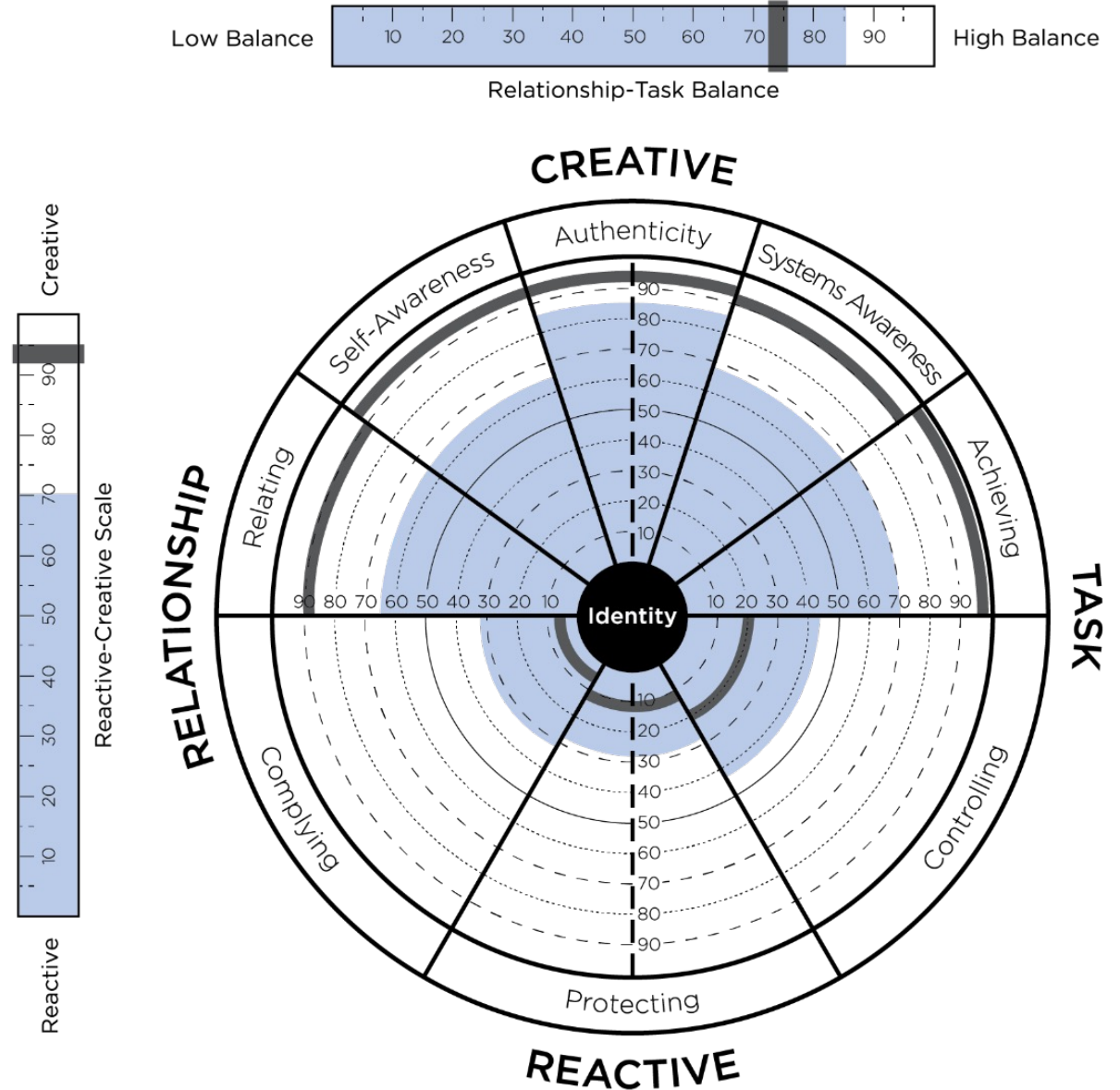
# Collective Leadership Assessment

## BEFORE

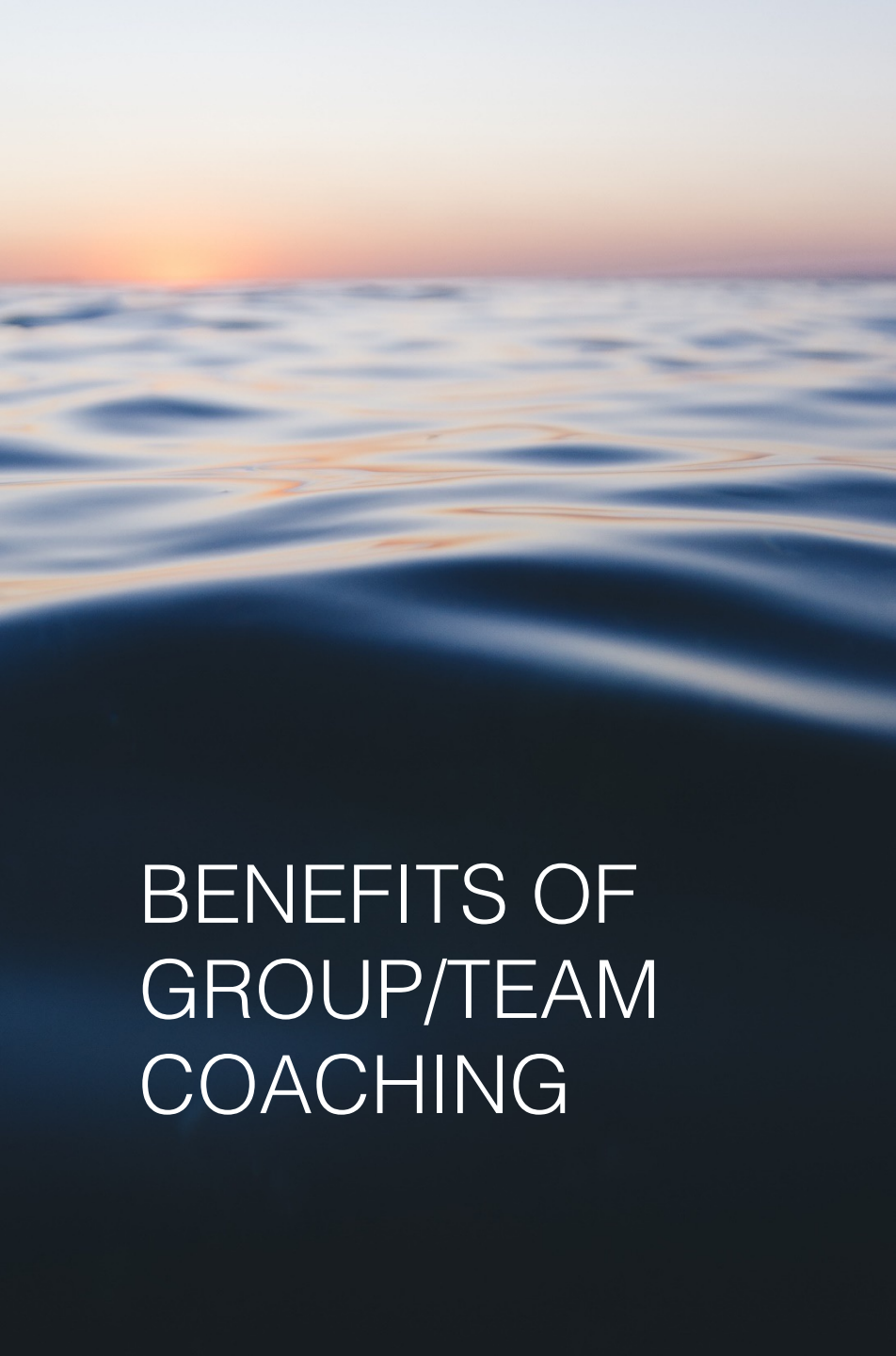


# Collective Leadership Assessment

## AFTER







# BENEFITS OF GROUP/TEAM COACHING

- Can be hugely cost effective for organization
- Working with several members simultaneously can limit group think
- Allows for group upskilling to occur in real time
- Idea generation and innovation
- Reflection periods allow for cascaded learning
- Robust debates can test commercial assumptions
- Learning paths can be replicated across organizations
- Skills learned can be role modelled
- Senior leadership teams can ensure strategic interventions are executed across the organization
- Co-development deepens and accelerates overall team/organizational development

## Using the LCP and the CLA together:

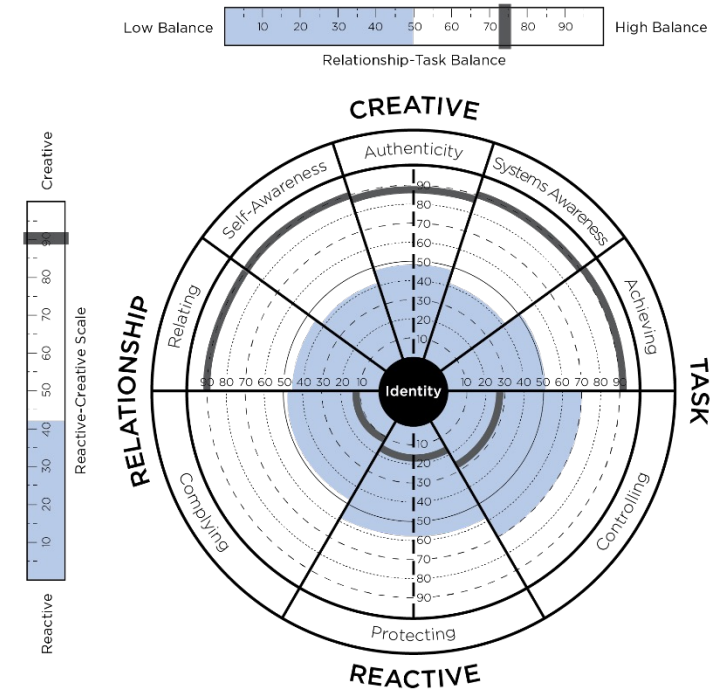
- Advantages of both the individual and collective view
- Which comes first?
- Sequencing
- Ongoing coaching and development

# Breakout Discussion:

*What do you see as the most compelling reason to use the Collective Leadership Assessment? How might this expand and deepen your practice?*

# Collective Leadership Assessment Certification

- ❑ LeadershipCircle.com
- ❑ All regions of the world
- ❑ Full day or Two half days
- ❑ \$995.00 USD
- ❑ Questions... contact [support@theleadershipcircle.com](mailto:support@theleadershipcircle.com)



Thank you for joining us!  
Until next time.

