



/ KIDDY & PARTNERS

Connect To

The Future
of Leadership

PROFILE FOR:

Tester One

5 January 2023

CONFIDENTIAL



We have entered a new era for leadership...

And so have you. Congratulations on completing your future of leadership survey. You've taken the first step in your development journey, and we have compiled this report to help you make sustainable changes to your leadership behaviours.

For leaders it's never been more important to reconnect with behaviours that allow us to focus on the future of leadership. Take the time to digest this report with a growth mindset – you're working on becoming a leader of the future by activating the learnings from this report to drive our 2 critical priorities for the future of leadership:

The purpose imperative

- Moving from expertise to awareness
- Creating followership, engagement and loyalty in an increasingly virtual world

What this report will show you

A visual representation of how your behaviours are associated with the Future of Leadership behaviours. **Awareness** is key, as only when you have this knowledge can you act.

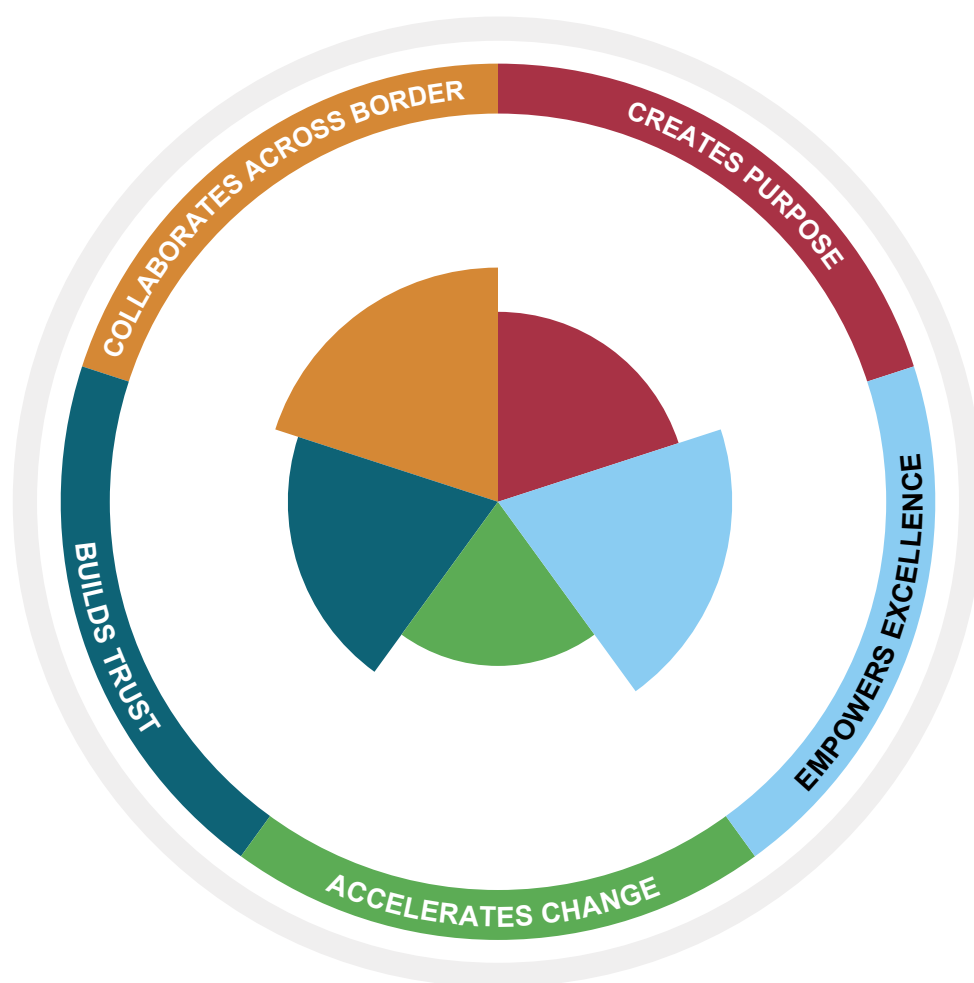
Every day, in every interaction, we make behavioural choices. They may be done with a degree of awareness or not, however over time those choices accumulate, and they build a culture. We will show you how your behaviours are rated against the Future of Leadership behaviours.



OVERVIEW

Your leadership results

Larger wedges show higher agree rate responses, indicating that you see yourself demonstrating this behaviour more often compared to the smaller wedges with the lower agree rate responses.



- Any surprises on which one has come up highest?
- Any surprises on which one has come up lowest?
- What is your reaction to these – can you pause and turn this into a considered response – accepting the information as a positive and a starting point to improvement



Your results in ranking order

Based on your responses, each of the behaviours is ranked below from highest scoring to lowest scoring. Now we will show you in more detail your overall results. Don't just jump to the bottom one. Give the same time to those behaviours you are doing well against as this will show you where your effort is working! This deserves as much focus, as you can always dial up on these even more, or help others who find these areas more challenging.

Ranking Scale

1 2 3 4 5 6 7 8 9 10



Creates Purpose



Great leaders need to create a strong sense of purpose that drives the business or their team and communicate it in a clear and compelling way. To create it, they likely need to be internally and externally aware of the trends and issues that are important to employees, clients and customers now, and will become important in the future. Leaders need to drive forward that purpose and show it has meaning for them. They need to be interventionist by taking ownership and action to progress the purpose, rather than delegating it out to a working group, and by providing clarity for others on the milestones and the actions that are being taken to move the purpose from the intangible to the tangible. Great leaders consistently act ethically, showing fairness and objectivity in my actions and standing up for 'the right thing'.



Empowers Excellence



Leaders must set clear expectations, stretching goals and objectives for others that align with the strategy and/or people's development needs. This requires the monitoring of performance and holding people accountable for meeting expectations. Leaders must also have a variety of techniques and methods to motivate and engage others, adapting their approach to individual needs, as necessary. When behaviours and outcomes are in line with the goals, a leader should celebrate success, recognising and praising excellent work, showcasing this to others. A key behaviour is the ability to delegate and empower others to succeed, selecting the right person for the task, providing authority and resource while being available and responsive to requests for support, providing reassurance and resolving issues when needed.



Accelerate Change



Great leaders drive forwards continuous change and improvement. Their approach or strategy should be flexible and adapted considering new information. They should share creative and disruptive ideas, challenging the way things are done to have a positive impact. Leaders provide support for people to take calculated risks, or experiment, for the purpose of improvement while encouraging people to challenge the status quo. To achieve positive change a great leader will create pragmatic plans and monitor progress while support others through change. This means anticipating and managing resistance to create buy in and ensure that resources are in place to deliver agreed changes.



Builds Trust



Great leaders build trusting relationships with others, showing respect and connecting on a personal level. They are able to anticipate and respond to others' emotions or points of view with care and understanding. As a priority they provide help and support to others and are transparent and honest when sharing their views. Demonstrating consistent behaviour in accordance with the organisations stated values and showing vulnerability by sharing feelings and admitting when they find things difficult.



Collaborates Across Borders



Great leaders are curious, regularly asking questions to understand and encourage others' input and respect their views, actively listening and building on their points. They maintain a strong network within and outside of the organisation and leverage that network constructively to benefit their career or the organisation. When faced with conflict they can facilitate resolution by navigating tensions, facilitating constructive debate, and creating consensus. Leaders also must promote collaboration by connecting people, identifying win-win solutions, and creating shared goals while adapting their approach to impact positively among different cultures or with people from different backgrounds.



Top and bottom behaviours

Based on your responses, the tables below show your three most frequent behaviours and three least frequent behaviours compared against the average score for the related effect.

Most frequent actions

Action	Action Score	Effect	Effect Score
I show clear, positive support for the organisation and the organisation's purpose	8	Creates purpose	6
I encourage people to challenge the status quo	8	Accelerates Change	5
I provide help and support to others as a priority	7	Builds trust	5

Least frequent actions

Action	Actions Score	Effect	Effect Score
I maintain a strong network within and outside of the organisation	5	Collaborates across borders	5
I ensure that resources are in place to deliver agreed changes	4	Accelerates Change	6
I demonstrate curiosity, regularly asking questions to understand others and their views	3	Collaborates across borders	5



What's next

You have increased your awareness by reading this report, but this insight alone will not lead to action. Even with the best intentions to make sustainable change, you will need to engage your growth mindset. Some changes will come easily and quickly however some will take more time. You'll need all 4 key ingredients to growth – effort, learn from mistakes, get feedback and take on challenges.

Here are some suggestions to help you take the next steps to become a successful leader of the future. Dedicate time to this report. Set some rocks in the diary to focus on the actions you will take over the coming weeks and months. Make a commitment to yourself to keep this time as the outcomes will improve your success.

Accept the evidence and even let go of some long-held beliefs You'll naturally will look to validate, maybe even dismiss some of the information. This is natural as what we think creates our feelings which in turn leads to our actions. You can't just act; you need to change how you think first or you will return to old habits.

Discuss it with your peers, team, mentors and manager. Look for supporters who will hold you accountable and support the next steps of your journey.

Share with your team to show vulnerability, lifting the lid on what you are finding difficult, to engender honesty and authenticity back from others and help build that sense of trust.

Find those who are doing well in the values you can improve on and seek their suggestions. What works for them. In return you can support those who are looking to improve in the values you have rated well in. Maintain the balance of strengths and challenges. Improvement in the lower ranked values will be key but so is maintaining and continuously improving on the ones you have ranked higher in. We know all 3 priorities are of equal importance and so are your organisations values.

Take practical action –Create a plan, set goals as part of your personal development plan and focus on learning and practicing the behaviours you need to improve. Make different or new behavioural choices for those values that may require more intentional effort on your part to bring into your day to day working life.

The final part of this report will help by providing you with resources to support these next steps. Gain some new knowledge and then practice these skills, changes to your behaviour and in time you will see the value of this effort and time. You are on your way to living the leadership qualities that are critical today, but also for the changing demands of tomorrow.

Notes



Resources to support



Creates Purpose

[Great, tell me some more...](#)

[The Forward Thinker eBook](#)

[The Future of Leadership eBook](#)

[The Big Re-Set eBook](#)



Empowers Excellence

[Where did all the talent go?](#)

[Conversations that count](#)

[Morale boosting tips that take no time at all](#)

[The Employee Advocate eBook](#)



Accelerate Change

[Springboarding development](#)

[Using data to achieve transformational change](#)

[Transforming Culture eBook](#)



Builds Trust

[Why connection is so important](#)

[Being an authentic leader](#)

[Speaking up for inclusion](#)



Collaborates Across Borders

[An example of an international learning programme](#)

[Leading hybrid](#)

[How can you be a successful leader in face to face and virtual situations](#)