



Leader

Leadership Development Report

Prepared by
Barrett Values Centre

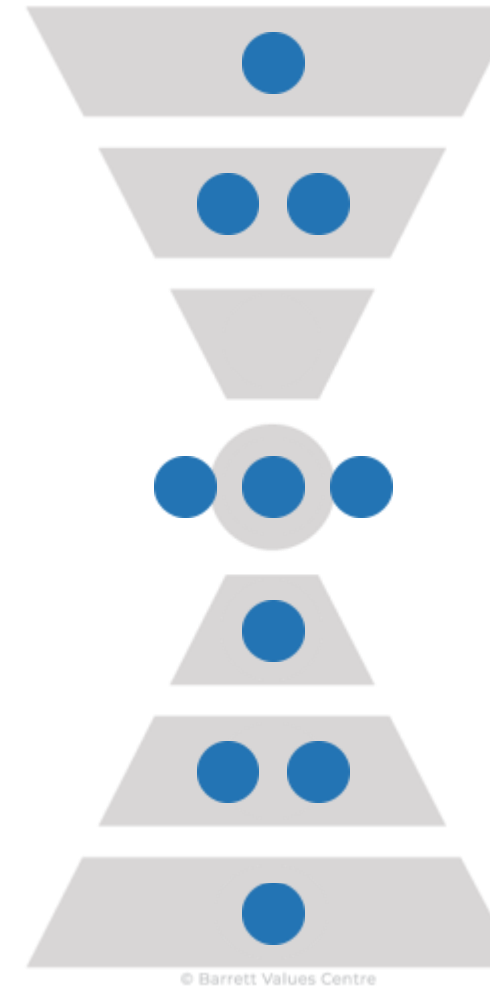
Leader's Profile

Leader
17 Assessors

Barrett Leadership Model



Leader's Values



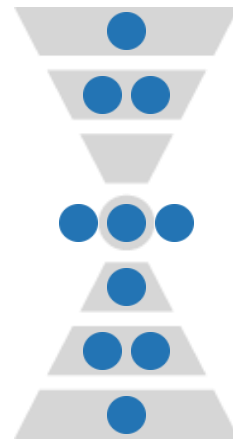
VALUE	LEVEL
achievement	3
coaching/ mentoring	6
collaborative working	6
communication skills	2
empowerment	4
global thinking	7
innovative	4
organisational growth	1
relationship builder	2
strategic thinker	4

Leadership Values

Leader
17 Assessors

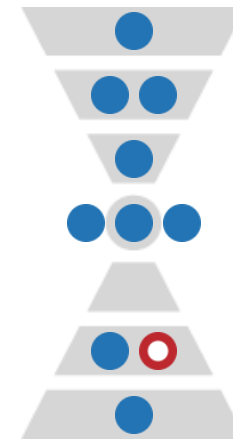
- 7 Visionary Leader
- 6 Mentor/Partner Leader
- 5 Authentic Leader
- 4 Facilitator/Innovator
- 3 Performance Manager
- 2 Relationship Manager
- 1 Crisis Manager

Leader's Values (LV)



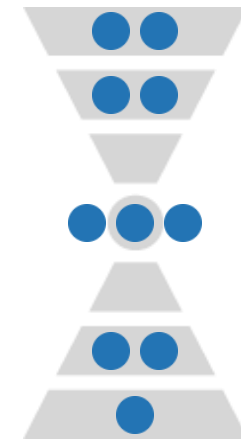
I R O S = 3-5-1-1

Observed Values (OV)



I R O S = 5-2-1-1 I R O S = 0-1-0-0

Desired Values (DV)



I R O S = 2-5-3-0

LV & OV
3 Matches

LV & DV
2 Matches

OV & DV
3 Matches

LV, OV & DV
0 Matches

I Individual

R Relationship

O Organisational

S Societal

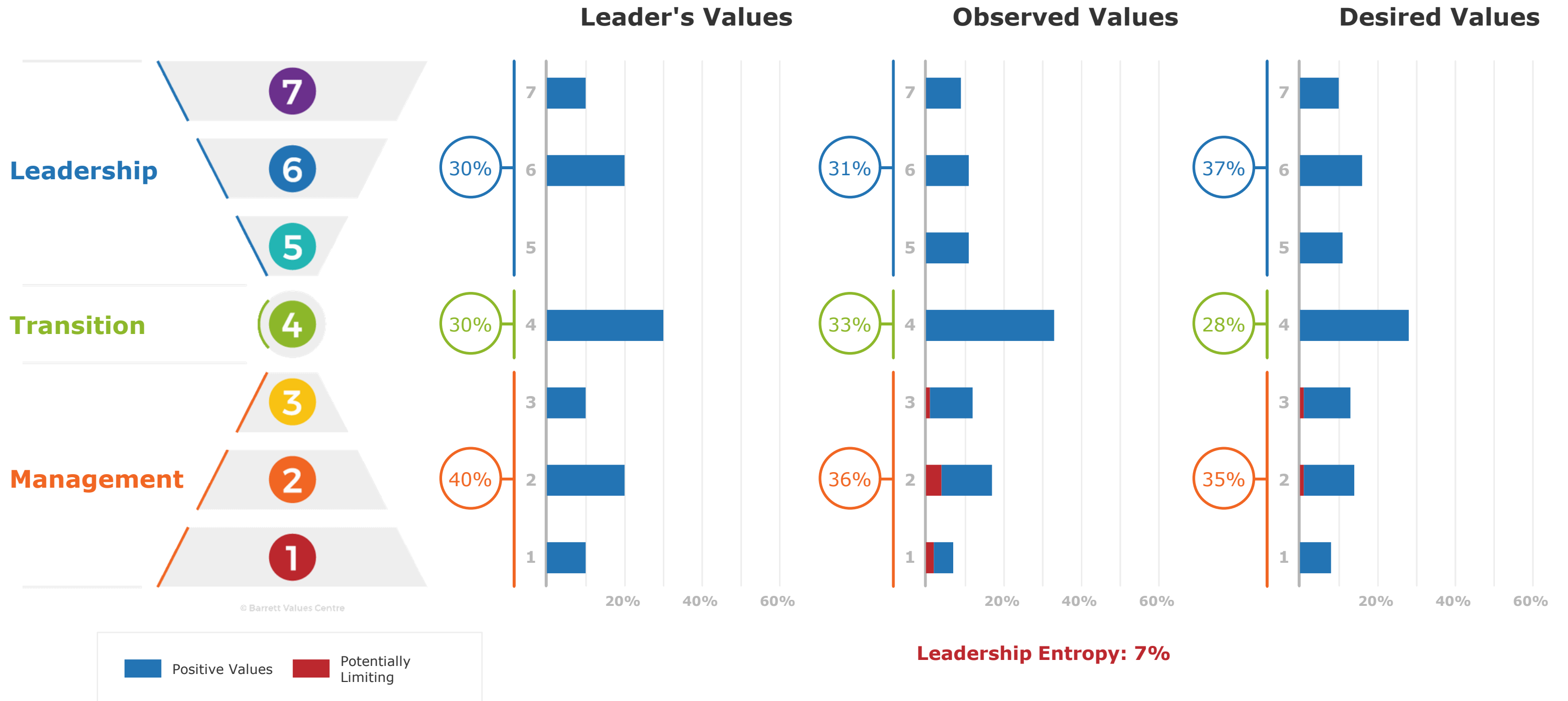
VALUE	LEVEL
achievement	3 I
coaching/ mentoring	6 R
collaborative working	6 R
communication skills	2 R
empowerment	4 R
global thinking	7 S
innovative	4 I
organisational growth	1 O
relationship builder	2 R
strategic thinker	4 I

VALUE	VOTES	LEVEL
business/ industry knowledge	13	4 I
big picture view	10	6 O
strategic thinker	9	4 I
global thinking	7	7 S
collaborative working	6	6 R
conflict avoider	6	2 R
open to new ideas	6	4 I
positive attitude	6	5 I
accessible	5	2 R
managing well under pressure	5	1 I

VALUE	VOTES	LEVEL
developing others	8	4 R
organisational growth	8	1 O
big picture view	7	6 O
business/ industry knowledge	6	4 I
team builder	6	4 R
accessible	5	2 R
coaching/ mentoring	5	6 R
long-term perspective	5	7 O
recognition	5	2 R
vision	5	7 I

Balance Index

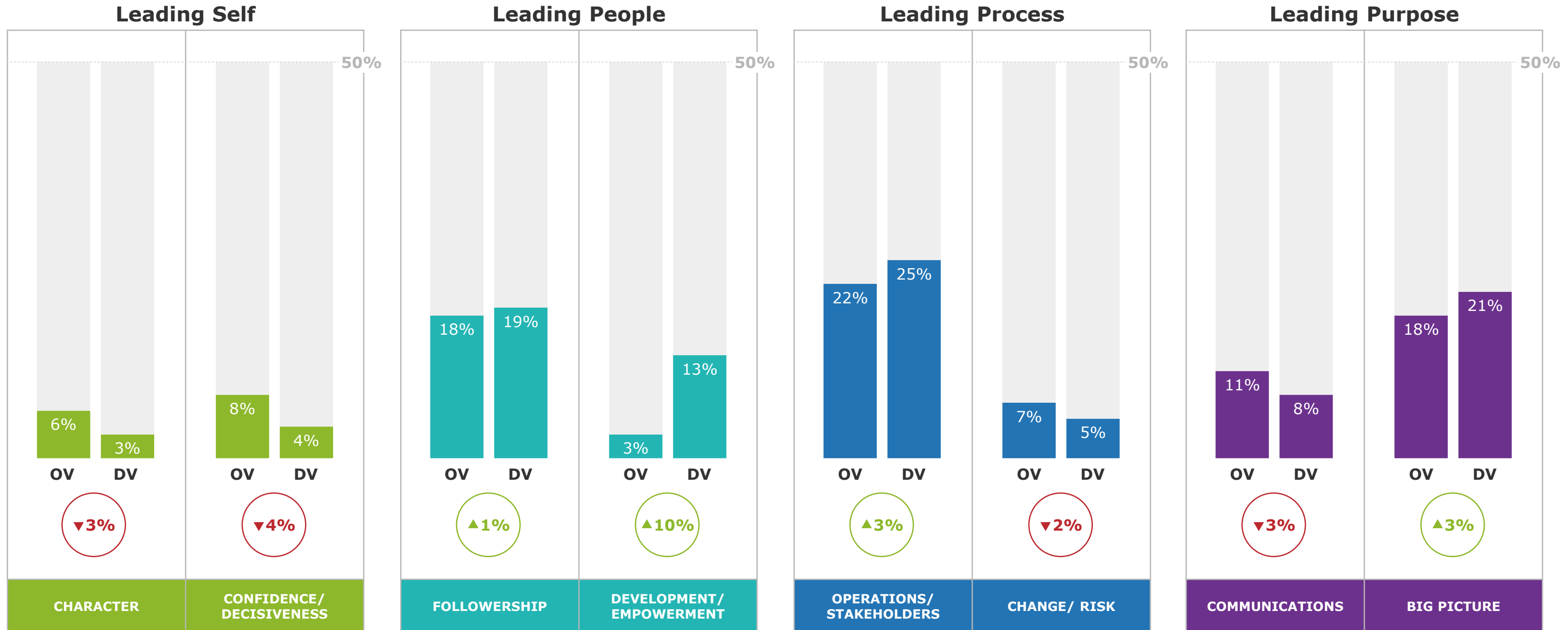
Leader
17 Assessors



Leadership Perspectives

Positive Balance Index

Leader
17 Assessors



Leadership Perspectives

Leader
17 Assessors

	Leading Self		Leading People		Leading Process		Leading Purpose	
	CHARACTER	CONFIDENCE/ DECISIVENESS	FOLLOWERSHIP	DEVELOPMENT/ EMPOWERMENT	OPERATIONS/ STAKEHOLDERS	CHANGE/ RISK	COMMUNICATIONS	BIG PICTURE
Leader's Values			collaborative working relationship builder	coaching/ mentoring empowerment	achievement organisational growth	innovative	communication skills	global thinking strategic thinker
Observed Values	conflict avoider	managing well under pressure	collaborative working accessible		business/ industry knowledge	open to new ideas	positive attitude	big picture view strategic thinker global thinking
Desired Values			team builder accessible recognition	developing others coaching/ mentoring	organisational growth business/ industry knowledge			big picture view long-term perspective vision

Development Opportunities

Leader
17 Assessors

QUESTION	Leader	ASSESSORS
Accessibility: Is accessible and visible	5	1 2 3 4 5 ▲
Accountability: Is willing to hold others accountable	3	1 2 3 4 5 ▲
Big Picture: Thinks strategically and creates a vision for the future	4	1 2 3 4 5 ▲
Communication: Is transparent and shares information on a regular basis	5	1 2 3 4 5 ▲
Conflict Resolution: Directly and courageously addresses issues	3	1 2 3 4 5 ▲
Developing Others: Coaches and mentors team members in their development	2	1 2 3 4 5 ▲
Empathy: Displays empathy and patience with others	5	1 2 3 4 5 ▲
Empowerment: Empowers, delegates, and trusts team members	2	1 2 3 4 5 ▲
Executive Presence: Displays confidence and self-assurance	2	1 2 3 4 5 ▲

Development Opportunities

Leader
17 Assessors

QUESTION	Leader	ASSESSORS
Expectations: Provides clarity of expectations, roles, and responsibilities	5	
Feedback: Provides regular feedback and recognition	2	
Listening: Is a good listener	2	
Open to New Ideas: Is open to new ideas and differing views from others	5	
Shared Vision: Communicates and promotes a shared vision	5	
Team Building: Develops a cohesive, high performing team	5	
Time Management: Demonstrates effective and smart time management	2	
Trust: Works to build mutual trust	5	
Work-Life Balance: Demonstrates and supports a healthy work-life balance	5	

Feedback

Leader
17 Assessors

- “ In general, I think he has been building and controlling his organisation well for years. As far as I know, each team member including myself trusts him and his leadership. I am very happy I can work for his organisation. ”
- Anonymous
- “ Overall an excellent manager. He is approachable and makes time for us. He delegates effectively, allowing for a comfortable working environment. He shares information and mentors as necessary. ”
- Anonymous
- “ A fine leader with a sense of purpose. He works effectively towards resolving issues and is open to ideas. He could be more open and transparent in his communication with direct reports. He could also resolve issues with other business units without allowing them to linger. ”
- Anonymous
- “ This leader's knowledge is impressive. His commitment is to be commended, though it often comes at the cost of his family. I would like to see him focus on work-life balance. He is a solid employee and one that I am proud to work with. ”
- Anonymous