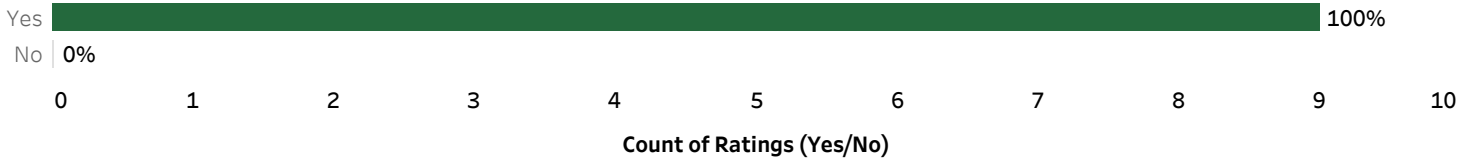




Production Date: 05/31/2022
Report Generated by: survey@mgsc.net

Has [redacted] shared his (or her) leadership goal(s) to improve?



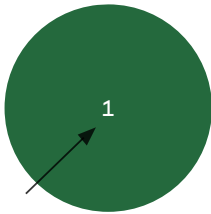
Ratings ■ Yes ■ No

Self

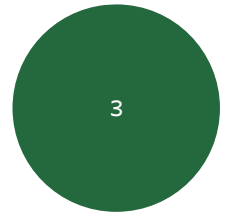
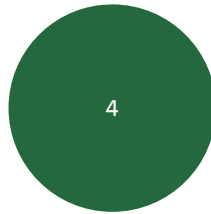
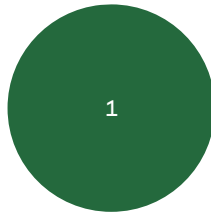
Manager

Direct Report

Peer



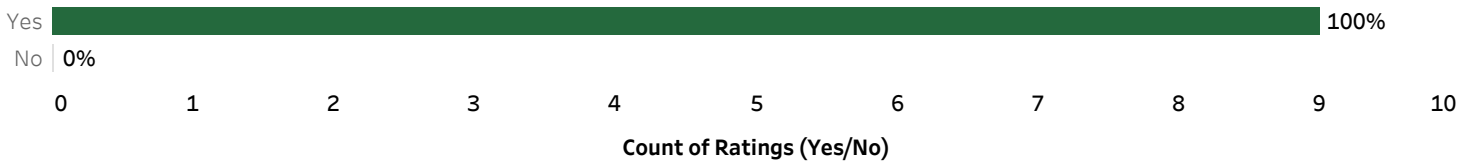
of Respondents



1 The pie charts represent the number of stakeholders in each breakout group that voted either yes or no.

2 An entirely green pie chart means that all stakeholders in that breakout group voted yes.

Has [redacted] shared their Action Plan to achieve his (or her) leadership goal(s)?



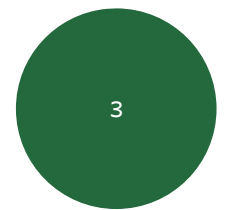
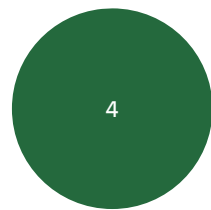
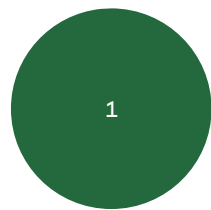
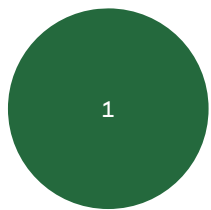
Ratings ■ Yes ■ No

Self

Manager

Direct Report

Peer



To use this and other great Stakeholder Centered Coaching® tools, email us at survey@mgsc.net.

How often has [redacted] followed up with you to ask for feedback and suggestions on the development goal of: **"Communicating to motivate others to share openly and freely their opinion, make them feel listened and that their opinion is valued and appreciated."**?

1 Total Average Improvement Score (excluding Self)

Ratings Scale [1 = None, 2 = A Little, 3 = Some, 4 = Moderate, 5 = Frequently]



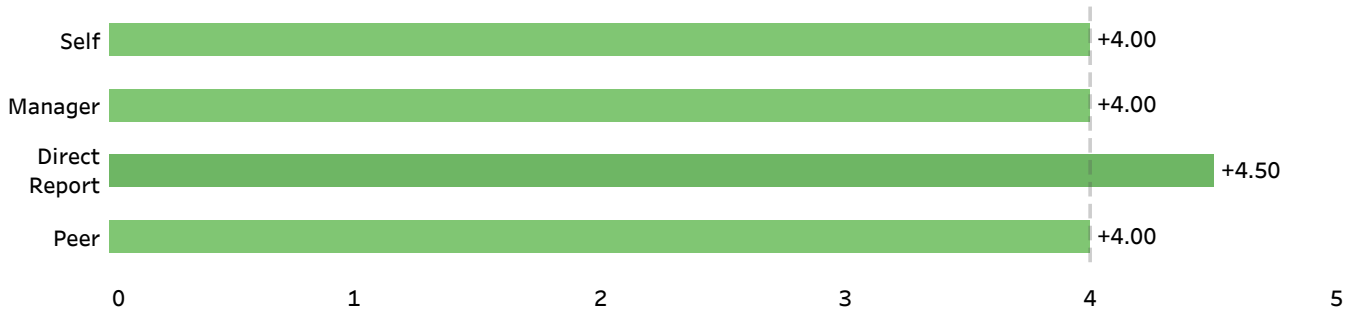
1 This score represents the total average score of all stakeholder ratings for the development goal. The leader's self-perceived score is represented by the gray line, "Self Line".

2 This insight shows us:

- (1) Does the leader's stakeholders believe he/she improved in the leadership growth area and to what degree?
- (2) Does the leader believe he/she improved more or less than their stakeholders' perception?

2 Average Ratings by Breakout Group

Ratings Scale [1 = None, 2 = A Little, 3 = Some, 4 = Moderate, 5 = Frequently]

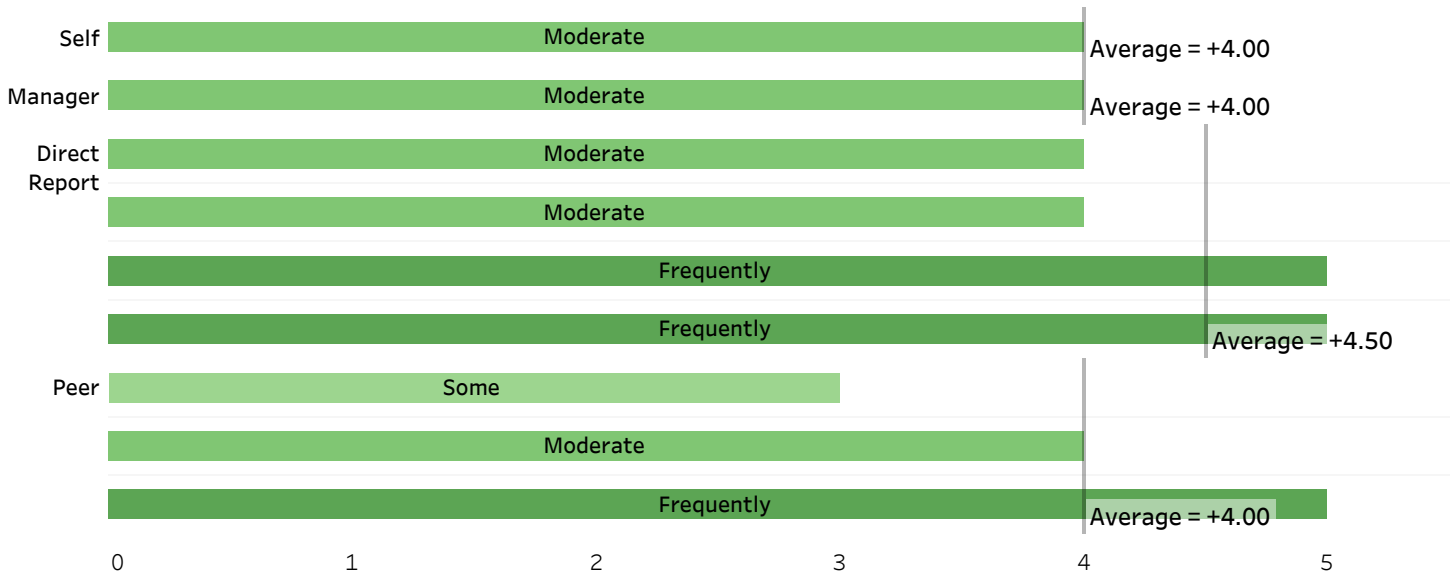


1 This graph represents the average scores across each breakout group.

2 This insight shows the perceived differences in performance from each group.

3 Rating Distribution

Ratings Scale [1 = None, 2 = A Little, 3 = Some, 4 = Moderate, 5 = Frequently]



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How often has [redacted] followed up with you to ask for feedback and suggestions on the development goal of: **"Recognizing the priorities and drawing team's attention to the big picture."**?

1 Total Average Improvement Score (excluding Self)

Ratings Scale [1 = None, 2 = A Little, 3 = Some, 4 = Moderate, 5 = Frequently]



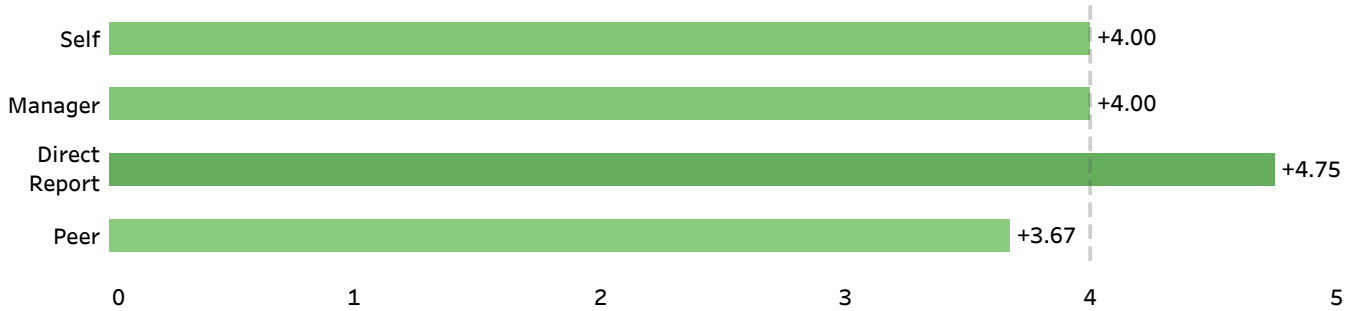
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Ratings Scale [1 = None, 2 = A Little, 3 = Some, 4 = Moderate, 5 = Frequently]

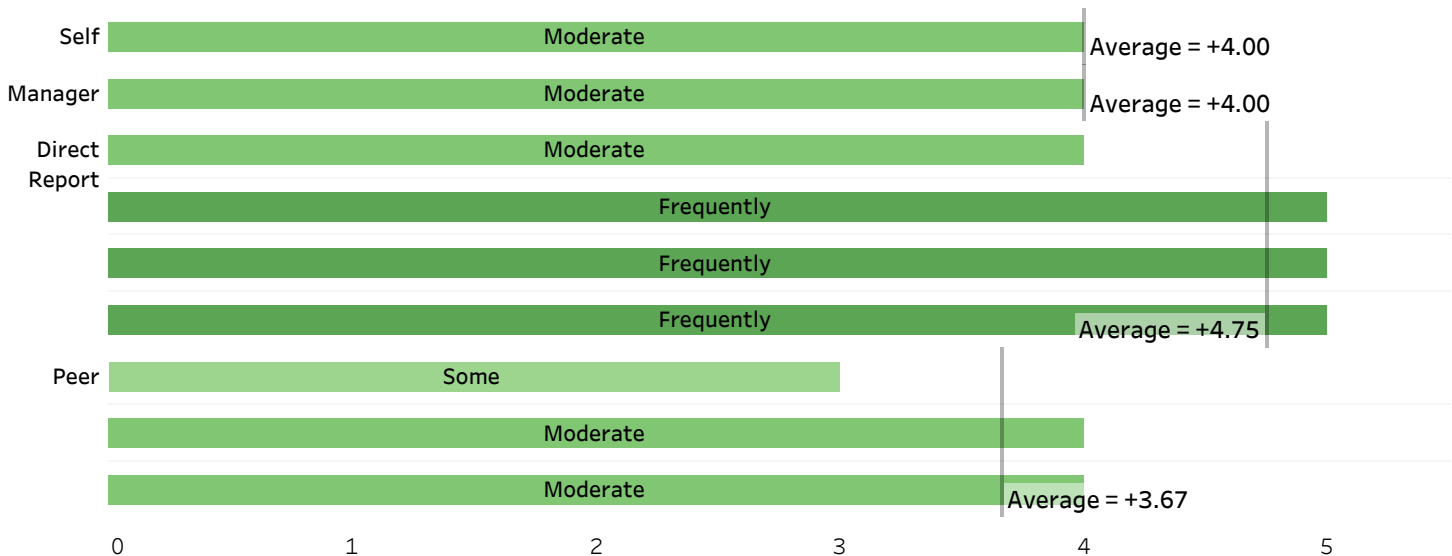


1 This graph represents the average scores across each breakout group.

2 This insight shows the perceived differences in performance from each group.

3 Rating Distribution

Ratings Scale [1 = None, 2 = A Little, 3 = Some, 4 = Moderate, 5 = Frequently]



1 This graph depicts all individual scores from each respondent with group average lines.

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To what degree has [redacted] improved on the following leadership growth area: **"Communicating to motivate others to share openly and freely their opinion, make them feel listened and that their opinion is valued and appreciated."**?

1 Total Average Improvement Score (excluding Self)

Ratings Scale [-3 = Less Effective, 0 = No Change, +3 = More Effective]



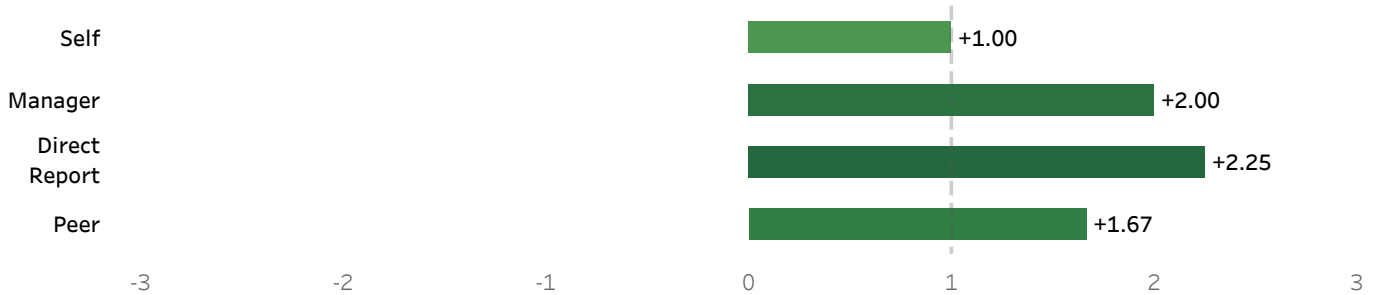
1 This score represents the total average score of all stakeholder ratings for the development goal. The leader’s self-perceived score is represented by the gray line, "Self Line".

2 This insight shows us:

- (1) Does the leader’s stakeholders believe he/she improved in the leadership growth area and to what degree?
- (2) Does the leader believe he/she improved more or less than their stakeholders’ perception?

2 Average Ratings by Breakout Group

Ratings Scale [-3 = Less Effective, 0 = No Change, +3 = More Effective]

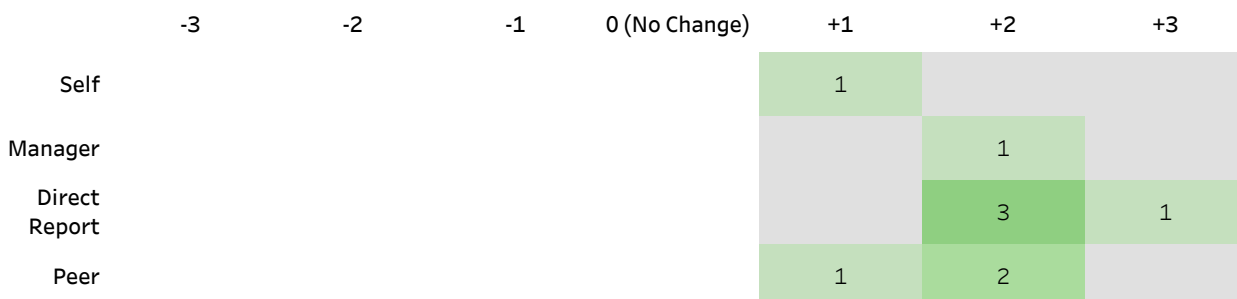


1 This graph represents the average scores across each breakout group.

2 This insight shows us the perceived differences in performance from each group.

3 Individual Rating Distribution

Ratings Scale [-3 = Less Effective, 0 = No Change, +3 = More Effective]



1 This graph shows the frequency of all scores from each respondent.

2 The number in the box is the amount of people that selected that score in each breakout group (-3 to +3).

To use this and other great Stakeholder Centered Coaching® tools, email us at survey@mgsc.net.

To what degree has [redacted] improved on the following leadership growth area: **"Recognizing the priorities and drawing team's attention to the big picture."**?

1 Total Average Improvement Score (excluding Self)

Ratings Scale [-3 = Less Effective, 0 = No Change, +3 = More Effective]



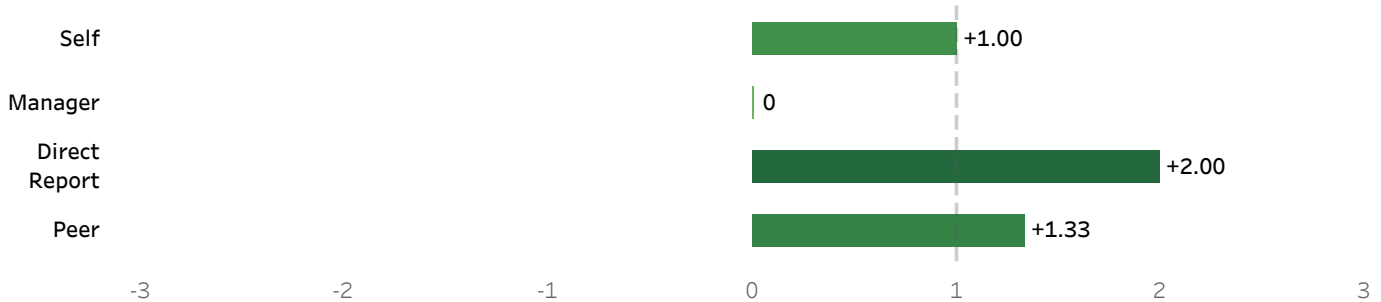
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- (2) Does the leader believe he/she improved more or less than their stakeholders' perception?

2 Average Ratings by Breakout Group

Ratings Scale [-3 = Less Effective, 0 = No Change, +3 = More Effective]

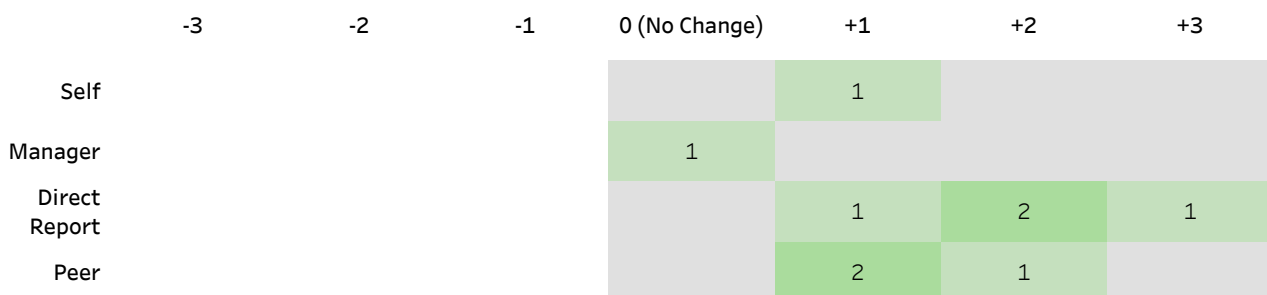


1 This graph represents the average scores across each breakout group.

2 This insight shows us the perceived differences in performance from each group.

3 Individual Rating Distribution

Ratings Scale [-3 = Less Effective, 0 = No Change, +3 = More Effective]



1 This graph shows the frequency of all scores from each respondent.

2 The number in the box is the amount of people that selected that score in each breakout group (-3 to +3).

To what degree has [redacted] become more or less effective in their **overall leadership behavior**?

1 Total Average Improvement Score (excluding Self)

Ratings Scale [-3 = Less Effective, 0 = No Change, +3 = More Effective]



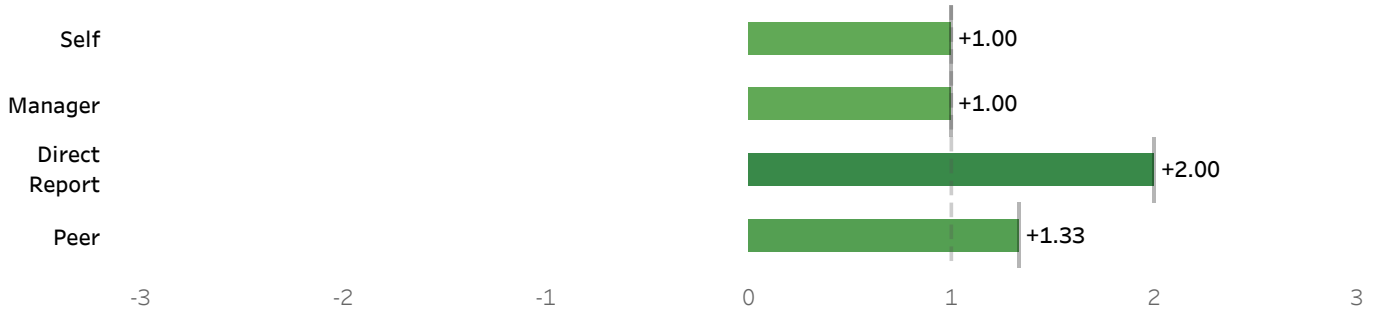
1 This score represents the total average score of all stakeholder ratings for the development goal. The leader’s self-perceived score is represented by the gray line, "Self Line".

2 This insight shows us:

- (1) Does the leader’s stakeholders believe he/she improved in their overall leadership behavior and to what degree?
- (2) Does the leader believe he/she improved more or less than their stakeholders’ perception?

2 Average Ratings by Breakout Group

Ratings Scale [-3 = Less Effective, 0 = No Change, +3 = More Effective]

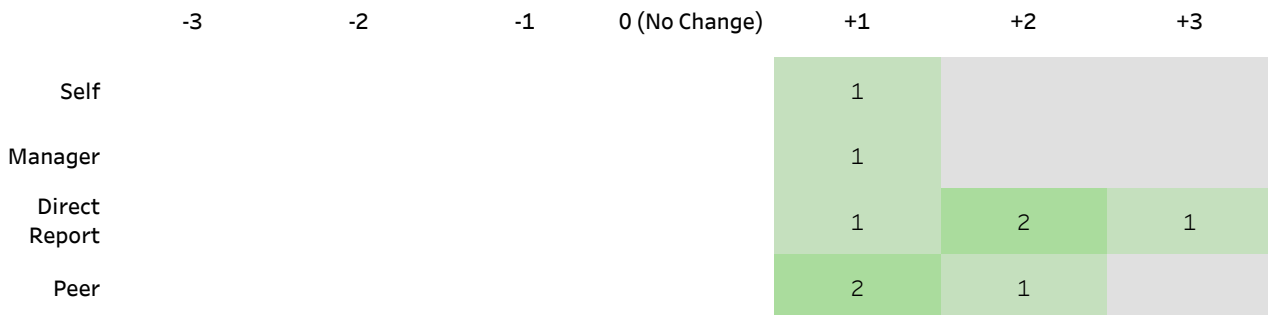


1 This graph represents the average scores across each breakout group.

2 This insight shows us the perceived differences in performance from each group.

3 Individual Rating Distribution

Ratings Scale [-3 = Less Effective, 0 = No Change, +3 = More Effective]



1 This graph shows the frequency of all scores from each respondent.

2 The number in the box is the amount of people that selected that score in each breakout group (-3 to +3).

What changes have you seen in [REDACTED] overall leadership effectiveness?

Self Significantly reduced operational involvement Bringing the teams attention on the big picture

Manager Her awareness on the development areas is very high.

Direct Report giving empowerment to all team members and less involvement in daily operational activities

less involvement in daily operations topics

Big improvement in self-perception. She gives more space to others which gives reflection that people are listened and their opinions are valued.

1. Reduced micromanagement. 2. Empowerment of others.

Peer .

She is letting others to speak more, she speak less. She ask others for ideas instead to share immediately ideas

Asks more often what the team thinks about solution, does not come with her opinion as first.

What would you like to reinforce that [REDACTED] is doing well towards achieving their goals and action plan?

Self Communication - short and clear Improve in asking questions

Manager She is communicating openly, facilitating to get feedback from the stakeholders.

Direct Report allowing team members to choose their priorities and observe commitment by team members how they will achieve chosen priorities

to continue with already started leadership changes and give even more independence in defining not critical operational priorities

Do more in giving space for but, distancing from the tasks and goals (significant improvements are already visible). But to be very specific in the discipline of on time deliveries of tasks and goals.

1. Motivating others 2. People Respect and empowerment

Peer - commitment to the actions - accepting feedback

To continue in that directions explained in question 6

Asks for opinion of the team, even if not her idea, supports it

What suggestions do you have for [REDACTED] to become a more effective leader in the next few months?

Self Balance - be the "right" leader in the given situation Accept that there is not start and end (it's a process) Understand that stop micromanaging does not mean stop contributing and stop challenging

Manager Review the priorities, on the bigger picture of life, including this development program, personal life, professional life to spot where and what are the biggest impact items/actions. Prioritize. There isnt time for everything...Make herself less perfectionist to have a chance.

Direct Report share own know-how and operational straights and help the team to share theirs through organizing common leadership workshops

to continue with already started leadership changes and give even more independence in defining not critical operational priorities

Less personal contacts. Peering with subordinates in non-professional categories in parallel with what Katarina put as her development goal may be misunderstood and misused.

1.To proceed with reducing micromanagement. 2. Challenging others with questions and targets

Peer Take one step at the time.

To be more carful with scheduling meetings to others during breaks and after normal working time

Reduce the frequency of going too much in detail, sometimes becomes overwhelming the level of detail