Tools for LARGE Businesses

Level 3 Question: Are our leaders role models for our values in their da-to-day worklife?

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| **Title** | Leaderhip Role Moddeling assessment |
| **Why** | As your organization grow in size, layers and locations, the founder team is getting further and further away from the day-to-day operations. This is the reason for explicitly describing your values and Key behaviours.  |
| **What** | Your leaders behaviors ar one of the most significant drivers of the corporate culture you want to achieve. With the growth of your company they become more and more tangible role models for the busines you want to become. Hence Asuring that leaders are role models, is essential. |
| **How** | 9 stps for assessing your leaders role modelling abilities1. Take departure in your core values and defined behaviors.
2. Set a side 4 hours to work with your leadership team (this could be senior leadership, functional or team leadership)
3. Ask each leader to firs evaluate how well they assess how you as a leadership TEAM lives up to the values and behaviors you want.
4. Them n the entire team, discuss the outcome of the assessment and arrive at a common baseline lvel for each Value/behavior.
5. Prioritize the 1-2 behaviors that are most in need of an improvement.
6. Agree on specific actions for each of the prioritized behaviors
7. Appoint a responsible for each priority
8. Schedule a follow up to assure that there is follw through on the actions.
9. Make sure that you put specific questions regarding your leaders ability to role model your values into your employee satisfaction surveys.
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| **Examples** |  |
| **Template** | See templates below |

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| **Key Value** |  |
| **Key Behaviour** |  |
| **Rating** |
| 1. **Below Expectations**
 | 1. **Meets Expectations**
 | **3 Exeeds Expectations** |
|  |  |  |

Role modeling self assessment template 1

Description of Value, Key Behaviour and what defines a ehaviour that is 1. Below expectations, 2. Meets Expectations or 3 Exeeds expectations.

**Role modeling self assessment template 2**

**Scoring template for Role modelling Self assessment**

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| **Score** **- Current State** |  |
| **Ambition** **– Future State** |  |
| **Current Challenges** |  |
| **Current initiatives** |  |
| **Plans For next Period (quarter, Year)** |  |