

Tools for LARGE Businesses

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

Title	Leadership Role Modeling 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	<p>9 stps for assessing your leaders role modelling abilities</p> <ol style="list-style-type: none">1. 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 behaviors7. Appoint a responsible for each priority8. 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.
Examples	<div><div><div>DNA SELF ASSESSMENT</div><div>TEAMWORK</div><div>Engages and works with people. Recognizes individual contribution, views and opinions. Sensitive to differences. Shares knowledge with others.</div><div><div><div>RATING</div><div>1. BELOW EXPECTATIONS</div><div><ul style="list-style-type: none">• Tends to isolate themselves in their work.• Moves forward without considering input from others• Always puts themselves first, before team, company goals and customer satisfactions• Does not seek to share and learn from colleagues• Lacks cultural sensitivity and awareness when working with global colleagues• Acts disrespectfully when communicating in the organization</div></div><div><div>2. MEETS EXPECTATIONS</div><div><ul style="list-style-type: none">• Shares knowledge and experience, supporting and encouraging others in doing so• Treats others with dignity and respect• Always engages as part of the team, and with customers where relevant• Shows cultural understanding and sensitivity with global/ regional colleagues• Has developed a deep and broad network with our customers and partners to help in the achievement of Alvogen goals• Listens and responds appropriately to other team members' ideas.</div></div><div><div>3. EXCEEDS EXPECTATIONS</div><div><ul style="list-style-type: none">• Puts teamwork above personal ambitions and actively helps others achieve their goals• Working together to solve problems• Builds strong relationships with colleagues to share ideas and maximise team and individual performance• Is a role model for global working, respects and values cultural differences</div></div></div></div><div><div>NOTES</div><div><div>SCORE (CURRENT STATE)</div><div>★</div></div><div><div>AMBITION (FUTURE STATE)</div><div>🚩</div></div><div><div>CURRENT CHALLENGES</div><div>🔧</div></div><div><div>CURRENT INITIATIVES</div><div>💡</div></div><div><div>PLANS FOR NEXT YEAR</div><div>📅</div></div></div></div>
Template	See templates below

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 Exceeds expectations.

Key Value		
Key Behaviour		
Rating		
1. Below Expectations	2. Meets Expectations	3 Exceeds Expectations

Role modeling self assessment template 2

Scoring template for Role modelling Self assessment

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