



HUMAN CAPITAL ADVISOR



Global6

Effective Leadership is in the Eye of the Beholder

PURPOSE

Global6 is a 360-degree assessment designed for leaders who work with colleagues from different parts of the world, experienced leaders who have increasing global responsibilities, expatriate leaders, and leaders who will soon transition into a global role. Global6 helps individuals understand how others view their leadership effectiveness in a global context. It provides feedback about others' expectations of outstanding leadership and how aligned the leader is to these expectations. Leaders will gain insight into views of leadership different from their own. The assessment is based on cutting-edge research into the characteristics that constitute outstanding leadership in 62 cultures around the world.

While perceptions may not be the ultimate truth, they are what people use to make decisions...

GLOBAL6 is based on research provided by the GLOBE study about what people expect of outstanding leaders.

Designed to collect feedback from bosses, peers, direct reports and others.

Provides feedback on:

- Leadership expectations and perceptions of self and raters.
- Relative alignment between expectations and perceptions for all rater groups.
- Specific areas of high rater agreement and high rater disagreement.
- What the leader should do more, do less, monitor and maintain.
- Regional breakout of feedback reported by rater's cultural region.

RESULT

- Provides a greater understanding of one's leadership effectiveness and what people from different cultures expect of a leader.
- Emphasizes the need to be open-minded and flexible with leadership styles and beliefs.
- Offers information that will help develop leadership capability in your organization

WHAT IT MEASURE

- Global6 measures six global leadership dimensions, reporting on a total of 29 leadership characteristics.

HOW IT USED

- For individual assessment, coaching and planning.
- In a workshop setting for groups.
- As the cornerstone of a larger-scale leadership development program.



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