

GLOBAL LEADERSHIP™ TEAM/360 ASSESSMENT

THE AUDIENCE: WHO?

The **GlobaLeadership™ Team Assessment** is designed to help global and virtual teams assess their leadership skills when working together in our global business environment. AIM's approach of using team as the unit of measurement in assessing **GlobaLeadership™** is unique and revolutionary in the industry. Conventional team assessments typically evaluate how team members work together; our assessment focuses on the collective leadership capabilities of the team as a unit. Our assessment brings real, meaningful data to the process of building a high-functioning team with leadership capabilities in our global workplace.

WHY IT IS IMPORTANT

Developing **GlobaLeadership™** skills is crucial for leaders of the 21st century to address their wide variety of challenges in a business environment of great uncertainty and rapid changes. At the same time, effective teamwork is a prerequisite for organizations to survive in today's global arena filled with knowledge-based enterprises. Today, teams are the norm rather than the exception and a high level of team performance is more sought-after than individual accomplishment.

When individuals work together as a team, even virtually, the team exhibits specific behaviors and a certain level of **GlobaLeadership™** skills, just as individuals manifest specific skills. A team's **GlobaLeadership™** skills impact how decisions are made, how members work with one another and how tasks get completed. By assessing the team's **GlobaLeadership™** skills, team members can compare current team behaviors with behaviors required for effective global leadership of the 21st Century.

HOW IT WORKS

Each member of the team is invited to rate the team as a whole

- Survey is available online 24/7
- Takes just 25 minutes for each respondent to complete
- Responses are completely anonymous
- The survey consists of:
 - ✓ A short demographic section
 - ✓ 56 close-ended questions
 - ✓ 7 open-ended questions
- The team receives a **GlobaLeadership™ Team Feedback Report** that summarizes the team's feedback in an easy-to-understand and constructive way. Results provide insights on the team's **GlobaLeadership™** skills as a whole based on team members' perceptions.
- The team also receives a **GlobaLeadership™ Development Guide** to assist in comprehensive development planning for the team as a whole.
- The team can also choose the **Team 360 Option**: The Team 360 Feedback portion represents the feedback provided by other stakeholders outside the immediate team. This option is intended to:
 - ✓ Give you comprehensive feedback on the team's performance from the perspective of stakeholders who work outside of the team.
 - ✓ Provide a different perspective and highlight gaps in self-perception and actual behavior.

WHY IT WORKS

Written and researched by AIM Strategies®, our proprietary assessment tools in the **GlobaLeader™ Suite** get to the heart of global leadership skills quickly and accurately. AIM's decade long research on effective leadership in the 21st Century stands behind these tests. This instrument has undergone extensive testing with experienced global executives, and incorporates feedback and insights from many sources.

HOW DO I GET STARTED?

Please contact AIM Strategies® to schedule an initial consultation and learn more about the complete **GlobaLeader™ Suite**.



AIM®

Applied . . .
Practical Applications

Innovative . . .
Fresh Perspective

Management . . .
Focused on Results



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