



Purpose Centred Leadership - Capabilities Assessment

What is Capabilities Assessment?

When an individual starts with a desire, dream and vision to achieve path breaking results, one should have planned processes for the purpose. The experts at ALMI, in their long experience of facilitating Leadership processes in entrepreneurial, business, government and social sector settings have found that a set of leadership practices and an ecosystem of collaborative alliances have been the corner stones and essential components for achieving the purpose-driven leadership goals.

ALMI has devised an Assessment tool to help the individuals assess their capability adequacy levels on the parameters, with which the further development processes can be planned. As every individual is unique in one's own way, even in the same organisational and social settings, the development processes are required to be tailored to suit the individual requirements of where one wants to reach and where the person currently is.

The Assessment tool delves into two sets of parameters.

- A. Core Components and Practices that are essential for any leadership development process

- B. The ability of the individual to create an ecosystem of collaborations and alliances to avail and optimise the knowledge, skills and resource sets available outside the person / organisational entity

Upon discussion with aspiring individuals, who like to launch their Leadership Projects, with a certain purpose and goals, ALMI will provide an assessment tool on the parameters given in the table below or as per specific requirements of the individual / organisation. Based on the levels of clarity, maturity and documented processes, ALMI professionals will support the planning and development of Leadership Projects.

Leadership Capabilities–Cutting-edge Practices

Personal Life Adequacy



Levels of adequacy in one’s health, finance, family, social and personal life provides the person psychological energy and enthusiasm to have single minded focus on the Leadership Vision and Goals amidst enormous and multifaceted challenges.

Assessment Parameters:

Current Levels of Adequacy; Preparedness Planning; Risk Mitigation and Fall-back Support Resources

Purpose, Vision and Goals



Clarity of Thought Processes with the support of data backed documentation of the current situations and what gaps the leadership project will fill.

Assessment Parameters:

Identification of Felt Needs; Leader’s Levels of Commitment and Willingness for withstanding the Stresses and Strains; Envisioned Future Scenario; Targeted Action based Milestones

Values and Culture

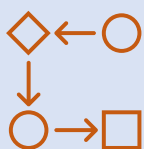


Clarity on what Organisational Values and Culture are required in the types of teams / organisations, the Leader has identified / is willing to practice and institutionalise without compromises against the odds that may surface in the future. The Values and Culture framework lays the foundation of principles based on which all the organisational processes and relationships will be built. The framework has implications for stakeholder governance to customer commitment, quality of products and services, employee management, environmental and societal care and serving the ultimate purpose of the organisation / Leadership Initiative.

Assessment Parameters:

Identification Values and Culture Factors; Value and Culture Inculcation and Institutionalisation into Operational Processes; Rewards and Deterrence Mechanisms.

Business-Organisation Systems and Processes



Irrespective of the size of the Organisation, having systematic and standardised processes for running every aspect of the business will result in productive and effective use of the organisational resources. The Leader’s contribution / role for the organisational growth and results achievement depends on the extent to which she has encouraged and established systematic processes.

Assessment Parameters:

Leader's faith and practices for driving Systems and Standardisation; Identification of Functional Areas and required Systems and Processes for operating those Functions; Decentralisation and Empowerment

Transformational Actions



Initiatives and Organisations that are built for creating impact making and sustainable results need to have in their DNA transformational spirit and ways of working.

Challenging the conventional ways of somehow growing in size, and benefitting the shareholder interests, the transformational leaders and organisations aim at enduring greatness for impacting and benefitting the stakeholder interests. Transformational

Leaders are persistent in collectively driving the organisational purpose in consistent manners for achieving momentum for breakthrough results

Assessment Parameters:

Leader's Strategic Orientation and Planning; Excellence Focused Goals; Team Empowerment for facing challenges, decision making and taking actions; Mechanisms for encouraging and institutionalising processes for Creativity, Critical Thinking, Long-Term Commitment, Passionate Involvement and Impact Focus

Relationships and Ecosystem Building



The Leader's capabilities in terms of authentic and inspiring professional relationship and connect with members of the initiative / organisation are the foundational pillars for building passionate commitment of people at all levels. Creating a Culture of Trust and Collaborative working within the organisation and with outside resources is an essential Leadership responsibility

Assessment Parameters:

Leader's psychological orientation for building trustful relationships among members; Providing resources and organisational systems for collaboration, collective experimentation and sharing benefits in the results; Identifying and building ongoing relationships with external resources / organisations for mutual benefits

Resource Mobilisation and Creating Synergies



While the total initiative / organisation is involved in performing its responsibilities, it is the utmost responsibility of the Leader to seek and create the necessary resource support for optimising the creative energies of the organisation, besides the basic physical and financial resources. Synergising the efforts and potentials of the teams,

structures and systems is a prerequisite for the Leader to get enough time to get focused on the larger mission and goals of the organisation.

Assessment Parameters:

Identification of Resource Requirements and Mobilisation Plans; Leader's Approach and Action Plans for catalysing Team Synergies

Communication and Inspirational Actions



The Leader's ability to communicate in inspirational ways is a key determinant to keep the members of the organisation get passionately committed to the organisational mission and goals. The Leader's behaviour in action forms sets the tone to keep the members bound together for moving in desired directions. As the adage goes that 'Actions speak louder than words' members draw messages from only the actions of the Leader.

Assessment Parameters:

Leader's communication style, messages and frequency of communication; Quality and Consistency of Actions followed by the communication

Walking the Talk- Personal Style



The Leader's personal style has an all-pervading effect in gaining the committed involvement of the people in the organisation, for achieving the purpose and goals of the organisation. The Leader needs to be highly conscious of the messages – intended and non-intended she sends across the organisation and impact they have on the people, the stakeholders, and the culture of the Organisation. The Leader is required to pay focused attention to her personal working styles, understanding the impact of such behaviours and making necessary improvements and course corrections.

Assessment Parameters:

Conscious Awareness of the impact of the leader's personal style on organisation effectiveness;
Systems – Open feedback mechanisms; Leader's Ability to self-correct

Leadership Ecosystems – Building and Nurturing Networks

In the interconnected world, where speed and comprehensiveness of the solutions matter for the growth and success of any project (business or a public cause), the leaders need to look for opportunities outside one's own entities and bring them together by developing collaborative networks and working alliances in the related fields. ALMI supports the Leaders in assessing the adequacy and maturity of these relationships and helps them in building those beneficial coalitions.

Business – Organisation Alliances



Thought Leadership Platforms



Knowledge, Research & Development and Skill Networks



Public Cause-Policy Advocacy



Guru, Mentor/Guide



Write or call to find how our expertise can help you
and your Organisation

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