

# Leadership Assessment for Small Businesses



The Leadership Assessment for Small Businesses is designed for small business owners seeking to gain an insight into their strengths and areas for development as a leader.

It comprehensively reviews an individual's leadership capability by capturing the individual's assessment of themselves as well as feedback from others such as their staff, customers, suppliers and other key people they interact with. This feedback provides a measure of strengths and highlights development opportunities in capability, attitude and behaviour.

## Leadership Capabilities Measured

- ◆ Employee Relationship
- ◆ Integrity and Trust
- ◆ Personal Capability
- ◆ Teamwork
- ◆ Team Communications
- ◆ Delegating and Tasking
- ◆ Systems and Processes
- ◆ Managing Conflict
- ◆ Goal Setting and Development
- ◆ Strategic Thinking

## Leadership Behaviours Measured

- ◆ Results Focus
- ◆ Honesty
- ◆ Personal Responsibility
- ◆ Teamwork

## Information that is Gathered

Individuals will also receive a self-rating and group-rating for each capability statement in the assessment. There are also anonymous verbatim comments from the group that have assessed the individual that provides further context on strengths and development areas.

## Assessment Outcomes

This instrument will provide real insights into strengths and development needs. It is a great way to establish a development plan or to simply support the ongoing review of a person's performance in their role. The effectiveness of the tool is enhanced by providing a facilitated online debrief coaching session. This removes much of the anxiety often associated with this type of feedback and allows individuals to more easily recognise areas for improvement and focus on developing a personal action plan.

## How the Assessment is Conducted

We obtain a list of nominated participants to rate the individual and we invite them to complete an online assessment that takes about 20 minutes to complete. The individual is also required to complete a self assessment.

## Debriefing and Action Planning

Once the assessment is completed a customised report is created for the individual. A debrief of the assessment is conducted by a 30 minute virtual coaching session that will review the findings from the assessment and identify priority actions for a development plan.

## Fee: \$220 Inc GST

Click [here](#) to setup your assessment.

### HR BUSINESS AUDIT

We conduct an audit of the current state of people policy, process and systems, identify people compliance risks, assess employee engagement, review business structure and roles, pinpoint key aspects that require attention.

### POLICY REVIEW

We can assess and update your current policies and processes. We update, replace or create policies, processes and systems that are aligned to your business strategy, ensuring business plan/strategy needs and compliance needs are met.

### STAFF ENGAGEMENT SURVEYS

We conduct online/face to face surveys to measure current staff engagement, leadership effectiveness and identify improvement actions to people processes.

### MANAGER SURVEYS

We conduct online/face to face manager surveys to obtain feedback on manager effectiveness against key capability areas and behaviours, development plan.

### PERFORMANCE COACHING

We facilitate a Profiling tool for a nominated individual to identify strengths and areas for focus, conduct a debrief of reported findings, facilitate coaching sessions to identify opportunities for further development.

### TEAM BUILDING

We develop great experiences for teams. We highlight the hidden opportunities they have to work better together by developing a common understanding and how to work to each others strengths.

### RECRUITMENT AND ONBOARDING

We can help you recruit the right people for your business, onboard your people effectively.

### COURSE FACILITATION AND DEVELOPMENT

We have a long history of providing training in people, processes and systems. We can facilitate existing training programs as well as develop custom training programs to meet your needs.

### CONSULTING SERVICES

We can provide a range of services such as general HR advice, project management, program development, investigations, workplace inspections, needs analysis, custom survey design, HR systems assurance, role design and organisational design.

## How can we help you?



We at Connesso bring a fresh perspective and over 25 years of expertise on how to get the best out of your people and help your business succeed using our proven people strategies.

We partner with you to help you understand the root cause of issues impacting people effectiveness and culture, then work with you to build sustainable people solutions aligned to your business strategy giving you back control over your business.

## Want to know more?

You can take our short [assessment](#) to help pinpoint how we can help you, or contact [Richard Brincat](#) at Connesso today to find out how we can help you realise the true potential of your people and your business.

### We can answer your people questions

- ◆ How do I recruit the right person?
- ◆ How do I retain my best people?
- ◆ How do I keep my people engaged?
- ◆ What is the best way to manage the performance of my people?
- ◆ How can I improve teamwork?
- ◆ What is the best way to develop my people?
- ◆ What roles do I need to have in my business as we move forward?

### Our available services

- ◆ HR Business Audit
- ◆ Policy Review
- ◆ Staff Engagement Surveys
- ◆ Manager Surveys
- ◆ Performance Coaching
- ◆ Team Building
- ◆ Recruitment and On-boarding
- ◆ Course Facilitation and Development
- ◆ Consulting Services

### Contact us

We can help you start your journey towards harnessing the power of your greatest asset, your people!

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**Connesso**  
Linking People To Their Potential  
Linking Businesses To Their People