

INCLUSIVE LEADER VIEW 360

Inclusive Leader View 360 mide la agilidad cultural, las mentalidades y prácticas de liderazgo inclusivo que dan forma a la capacidad de crear un entorno en el que todos los empleados se sientan respetados, valorados, comprometidos y capaces de hacer su mejor trabajo de manera saludable.

Aplicaciones

La **Diversidad**, la **Igualdad** y la **Inclusión** (DII) son esenciales para que las organizaciones satisfagan las necesidades de sus empleados y constituyan la piedra angular del éxito de las organizaciones. Atraer y retener el talento, responder a las diversas bases de clientes y a los contextos y retos en constante cambio, requiere que las organizaciones integren la inclusividad en su cultura y sus prácticas, lo que comienza en la parte superior, con los líderes. Los líderes deben ser un modelo a seguir y demostrar la inclusividad, creando una cultura que acoja y apoye la diversidad para fomentar el compromiso, la confianza, la productividad y el bienestar de los empleados.

Inclusive Leader View 360 mide la agilidad cultural, la mentalidad y prácticas de liderazgo inclusivo que determinan la capacidad de crear un entorno en el que todos los empleados se sientan respetados, valorados, comprometidos y capaces de hacer su mejor trabajo de forma saludable.

Inclusive Leader View 360 es ideal para su uso en coaching ejecutivo, programas de desarrollo de altos directivos/ejecutivos, formación de supervisores y directivos y programas de desarrollo.

Inclusive LeaderView360 a simple vista

- 11 competencias
- 53 preguntas sobre comportamiento
- Gestión Online
- Informe con un feedback (con gráficos y tablas)
- Tiempo para completar 15 min
- Escala de respuestas de 1 a 5

Competencias

Agilidad Cultural / Liderar Personas

Fomentar la Seguridad Psicológica

Fomentar la Pertenencia/Inclusión

Desarrollo/Coaching ejecutivo

Impulsar Resultados

Comunicación de Visión Estratégica

Impulso de la Innovación / Cambio

Impulso del Rendimiento / Resultados

Autoconocimiento / Eficacia Personal

Integridad

Empatía / Compasión

Apertura al Aprendizaje/Autodesarrollo

Autenticidad/Vulnerabilidad

Adaptabilidad/Resiliencia

"Tools for success of People"

Item Summary (continued)

	Self	Manager	Direct Reports	Peers	Other	Overall
Fostering Belonging/Inclusiveness	3.71 (0.56)	3.71 (0.48)	3.81 (0.30)	3.86 (0.44)	3.76 (0.42)	3.79 (0.39)
Models and promotes mutual respect, fairness, and equity to foster a sense of belonging.	3.00 (1.00)	5.00 (1.00)	4.33 (0.53)	4.33 (0.53)	3.67 (0.53)	4.33 (0.51)
Confronts and calls out discrimination, prejudice, unfairness, bias, and micro-aggressions.	3.00 (1.00)	4.00 (1.00)	4.67 (0.76)	4.00 (1.00)	4.33 (0.53)	4.25 (0.68)
Takes initiative to address and correct systems, policies, processes, or procedures that appear to exclude or treat others unfairly.	5.00 (1.00)	5.00 (1.00)	4.67 (0.76)	3.33 (0.36)	2.33 (0.76)	3.83 (0.36)
Seeks to better understand the needs, feelings, and issues of those who don't speak up, are marginalized, or in a minority.	4.00 (1.00)	2.00 (1.00)	4.67 (0.76)	4.00 (0.59)	4.33 (0.53)	3.75 (0.48)
Supports employees in connecting their work assignments and tasks to the organization's mission, vision, and strategic goals.	3.00 (1.00)	4.00 (1.00)	2.67 (0.15)	4.67 (0.76)	3.33 (0.76)	3.67 (0.36)
Treats everyone fairly, equally, and with civility regardless of gender, age, race, culture, and other differences.	5.00 (1.00)	3.00 (1.00)	3.33 (0.15)	3.67 (0.53)	3.33 (0.36)	3.33 (0.36)
Establishes a culture of inclusivity where everyone can be heard, is valued for their contributions, and feels a sense of belonging.	3.00 (1.00)	3.00 (1.00)	2.33 (0.76)	3.00 (0.15)	5.00 (1.00)	3.33 (0.29)
Drives Innovation/Change	3.20 (0.20)	3.80 (0.42)	4.00 (0.32)	3.73 (0.24)	3.60 (0.27)	3.78 (0.28)
Encourages a climate in which employees feel free to challenge old ways of doing things (e.g., improve or fix a process, system, policy, programme, or procedure).	5.00 (1.00)	4.00 (1.00)	5.00 (1.00)	5.00 (1.00)	4.33 (0.76)	4.58 (0.77)
Positively communicates the "why" behind change initiatives as including what it means for the team and those they serve.	1.00 (1.00)	5.00 (1.00)	4.00 (0.59)	3.00 (0.15)	3.67 (0.76)	3.92 (0.41)
Seeks input and involves others, not just those within their closest circle, in decision-making, planning, and problem-solving to drive change initiatives.	3.00 (1.00)	2.00 (1.00)	4.67 (0.76)	4.00 (0.59)	4.33 (0.53)	3.75 (0.48)
Builds collaborative and cooperative relationships with key influencers / decision makers to ensure commitment and action to important change initiatives.	5.00 (1.00)	5.00 (1.00)	3.33 (0.15)	2.00 (0.29)	3.67 (0.06)	3.50 (0.06)
Inspires and supports risk taking, change, creativity, and innovation by employees at all levels.	2.00 (1.00)	3.00 (1.00)	3.00 (0.15)	4.67 (0.76)	2.00 (0.29)	3.17 (0.20)

Item Summary (continued)

	Self	Manager	Direct Reports	Peers	Other	Overall
Fostering Belonging/Inclusiveness	3.71 (0.56)	3.71 (0.48)	3.81 (0.30)	3.86 (0.44)	3.76 (0.42)	3.79 (0.39)
Models and promotes mutual respect, fairness, and equity to foster a sense of belonging.	3.00 (1.00)	5.00 (1.00)	4.33 (0.53)	4.33 (0.53)	3.67 (0.53)	4.33 (0.51)
Confronts and calls out discrimination, prejudice, unfairness, bias, and micro-aggressions.	3.00 (1.00)	4.00 (1.00)	4.67 (0.76)	4.00 (1.00)	4.33 (0.53)	4.25 (0.68)
Takes initiative to address and correct systems, policies, processes, or procedures that appear to exclude or treat others unfairly.	5.00 (1.00)	5.00 (1.00)	4.67 (0.76)	3.33 (0.36)	2.33 (0.76)	3.83 (0.36)
Seeks to better understand the needs, feelings, and issues of those who don't speak up, are marginalized, or in a minority.	4.00 (1.00)	2.00 (1.00)	4.67 (0.76)	4.00 (0.59)	4.33 (0.53)	3.75 (0.48)
Supports employees in connecting their work assignments and tasks to the organization's mission, vision, and strategic goals.	3.00 (1.00)	4.00 (1.00)	2.67 (0.15)	4.67 (0.76)	3.33 (0.76)	3.67 (0.36)
Treats everyone fairly, equally, and with civility regardless of gender, age, race, culture, and other differences.	5.00 (1.00)	3.00 (1.00)	3.33 (0.15)	3.67 (0.53)	3.33 (0.36)	3.33 (0.36)
Establishes a culture of inclusivity where everyone can be heard, is valued for their contributions, and feels a sense of belonging.	3.00 (1.00)	3.00 (1.00)	2.33 (0.76)	3.00 (0.15)	5.00 (1.00)	3.33 (0.29)
Drives Innovation/Change	3.20 (0.20)	3.80 (0.42)	4.00 (0.32)	3.73 (0.24)	3.60 (0.27)	3.78 (0.28)
Encourages a climate in which employees feel free to challenge old ways of doing things (e.g., improve or fix a process, system, policy, programme, or procedure).	5.00 (1.00)	4.00 (1.00)	5.00 (1.00)	5.00 (1.00)	4.33 (0.76)	4.58 (0.77)
Positively communicates the "why" behind change initiatives as including what it means for the team and those they serve.	1.00 (1.00)	5.00 (1.00)	4.00 (0.59)	3.00 (0.15)	3.67 (0.76)	3.92 (0.41)
Seeks input and involves others, not just those within their closest circle, in decision-making, planning, and problem-solving to drive change initiatives.	3.00 (1.00)	2.00 (1.00)	4.67 (0.76)	4.00 (0.59)	4.33 (0.53)	3.75 (0.48)
Builds collaborative and cooperative relationships with key influencers / decision makers to ensure commitment and action to important change initiatives.	5.00 (1.00)	5.00 (1.00)	3.33 (0.15)	2.00 (0.29)	3.67 (0.06)	3.50 (0.06)
Inspires and supports risk taking, change, creativity, and innovation by employees at all levels.	2.00 (1.00)	3.00 (1.00)	3.00 (0.15)	4.67 (0.76)	2.00 (0.29)	3.17 (0.20)

Características

- Mide 11 competencias del liderazgo
- Evalúa 53 comportamientos
- Investigaciones validadas y fiables
- Normas estandarizadas
- Posibilidad personalizar el informe
- Seguridad de la información ISO27001

Informe completo con Feedback

- Comparaciones gráficas de valoraciones propias y ajenas
- Etiqueta de los evaluadores personalizable
- Promedios Avg y Ags
- Comportamientos más y menos frecuentes
- Sumario de comportamientos
- Sección de comentarios abiertos
- Plan de desarrollo
- Informe de grupo

Tools4Success partner para el mercado español de:



"Tools for success of People"

