



# Leap Team Index

Improving the Commercial  
Performance of Teams

Report for: Case Study Team

Date: 28th February 2014

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# Leap Team Index

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# Team details & scoring

## Team details

**Team:** Case Study Team

**Team Leader:** David Smith

**Date:** 28th February 2014

## Team members

Carol Petyt  
Richard King  
David French  
Louise Jupp  
Martha Neale

## Stakeholders

Stephen Owens  
Henry Timms  
Samantha Knight  
Martin Jones  
Annabel Clark

## Scoring guide

All items in the LTI are rated throughout the report using the following scale:

Score	LTI Rating	Indicator	Action
4 - 5	High Performing		Strength to leverage
3 - 3.9	Emergent		Requires attention
1 - 2.9	Potentially Dysfunctional		Requires urgent attention

### Response options for the majority of questions:

**1:** Fully disagree, **2:** Mainly disagree, **3:** Neutral, **4:** Mainly agree, **5:** Fully agree

Item scores are converted to a percentage score by the following formula:

Item Score	Percentage Score
4 - 5	75 - 100%
3 - 3.9	50 - 74%
2 - 2.9	25 - 49%
1 - 1.9	0 - 24%

# The Leap Team Index formula

**Leap Team Index (LTI)** is a unique means of assessing and improving the contribution your team makes to your organisation. LTI does this by measuring and feeding back your team's current performance levels in 8 'PROLIFIC' outcomes and 5 'TEAM DYNAMIC' Inputs.

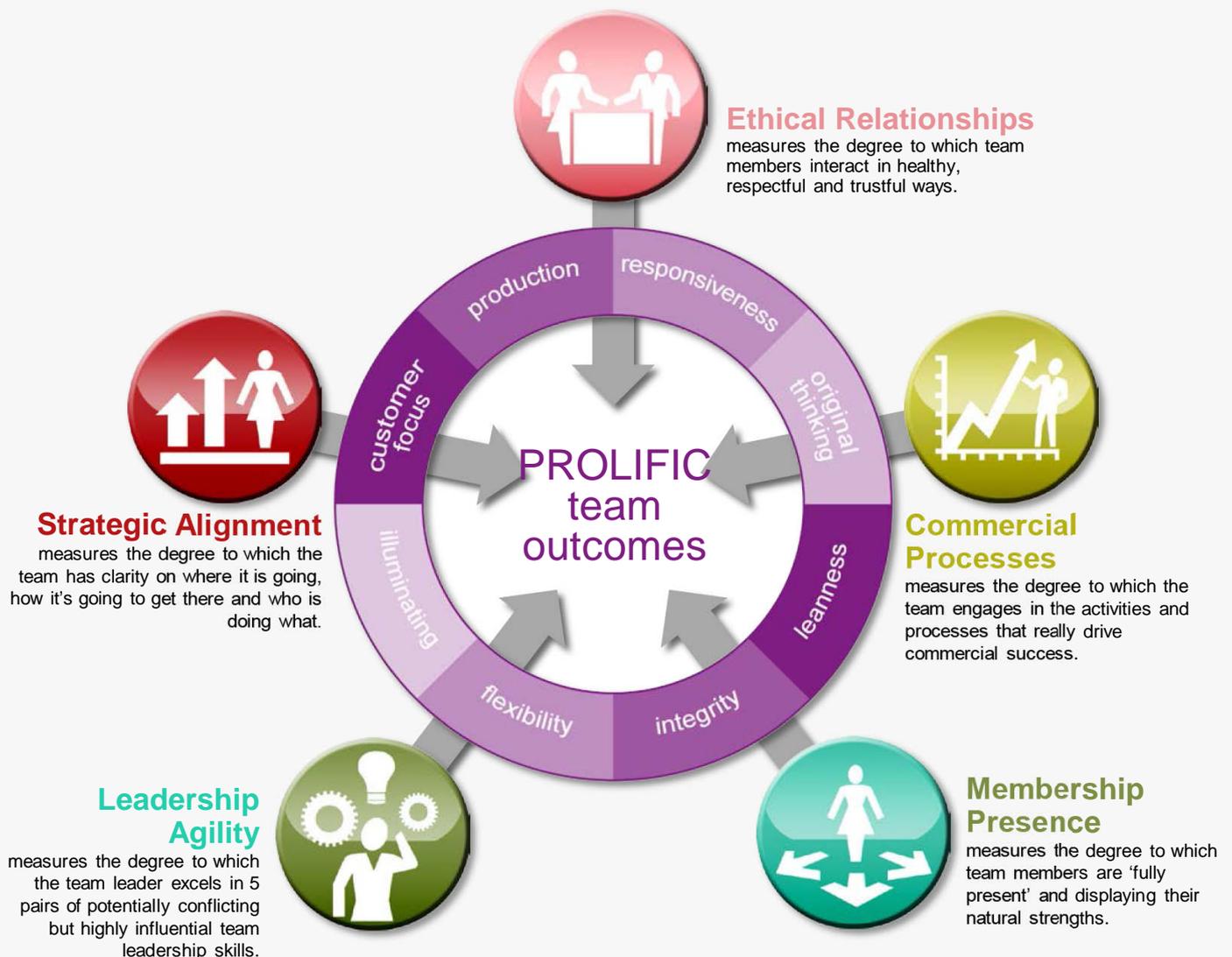
8 PROLIFIC Outcomes - identifies the value your team contributes to the organisation.

5 TEAM DYNAMIC Inputs - identifies strengths that explain this value and the actions that can be taken to improve your team's contribution.

We believe that accountability for formulating the precise actions that will improve your team's overall performance lies firmly with you as team leader, but the responsibility for delivering these lie with the whole team. Progress can therefore be achieved via facilitating conversations across the team, collectively and in sub-groups to identify solutions to the issues this report identifies. Irrespective of other resources available to support your team development, this report is intended to increase leadership self sufficiency in the workplace and reduce the reliance on others to solve team issues that sit within the team.

The LTI is a long term and ongoing practical tool to empower you, as a team leader, to take maximum accountability for the functioning of your team and thereby increase its commercial contribution.

5 Team Dynamic 'Inputs' combine to create team success in 8 PROLIFIC Outcomes:

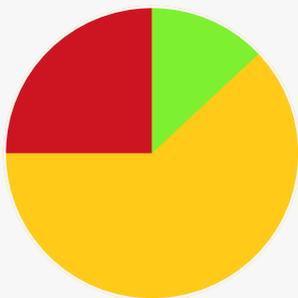


# PROLIFIC outcomes summary & analysis

Your Overall PROLIFIC OUTCOME Score is ..... **57%**  
 Your Outcomes are classified as ..... **Emergent**  
 The % of your outcomes requiring attention or urgent attention ..... **25%**

Rater	Rating	PROLIFIC Score
Team Leader		<b>75%</b>
Team (including Leader)		<b>61%</b>
Stakeholders		<b>52%</b>
Overall PROLIFIC OUTCOME Score		<b>57%</b>

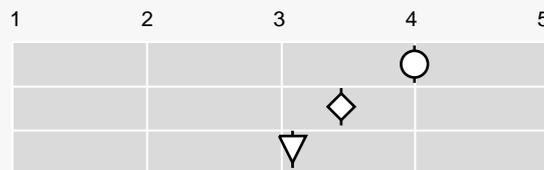
This pie chart shows the distribution of your 8 PROLIFIC outcome scores.



**High Performing** ..... 13% of scores of 4 and above  
**Emergent** ..... 62% of scores between 3 and 4  
**Potentially Dysfunctional** ..... 25% of scores below 3

- Team Leader
- Team (including Leader)
- Stakeholders

## Overall



Score\* Performance Trend

Consistently produces strategically aligned results		3.4	
Is responsive to the needs of others by intentionally helping them succeed		3.0	
Contributes original thinking, creativity and innovation to the organisation		2.9	
Operates leanly by producing outputs of value at minimum cost		3.9	

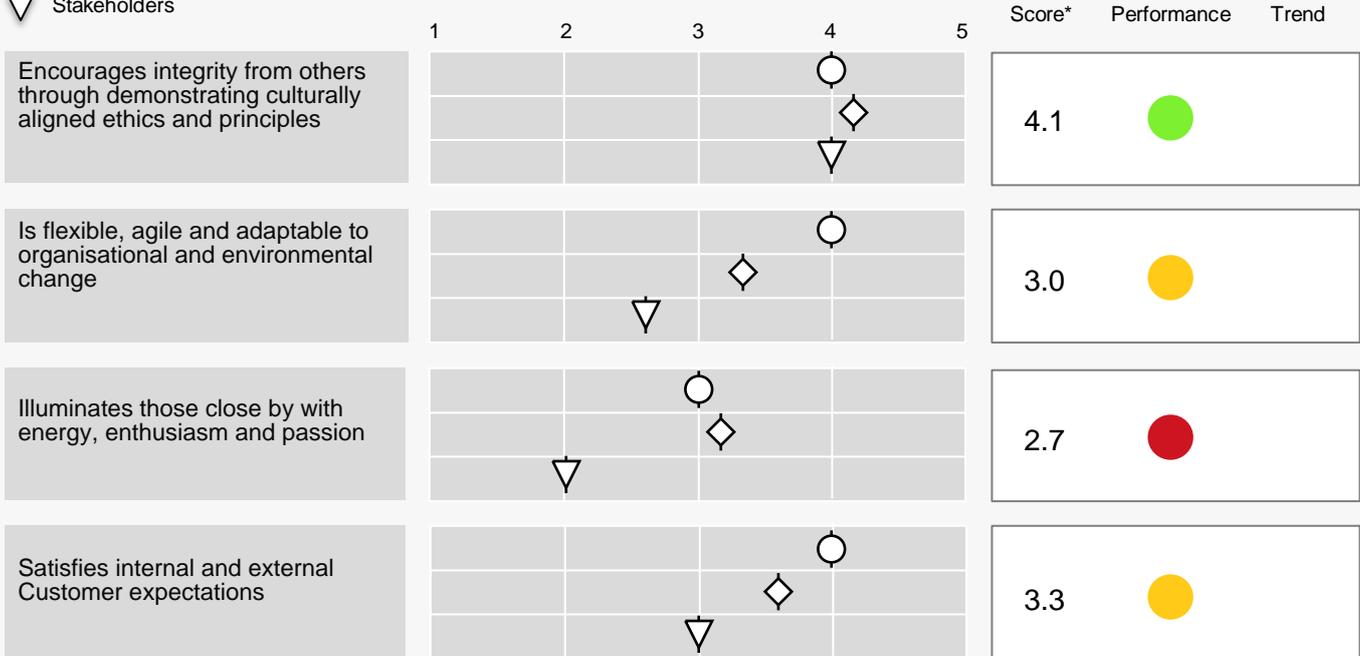
\* Total aggregate score of team, leader etc.

# PROLIFIC outcomes summary & analysis

○ Team Leader

◇ Team (including Leader)

▽ Stakeholders



## Differences in PROLIFIC outcome perceptions

### Where stakeholders are significantly LESS positive than the team (-0.5)

Contributes original thinking, creativity and innovation to the organisation

Is flexible, agile and adaptable to organisational and environmental change

Illuminates those close by with energy, enthusiasm and passion

Satisfies internal and external Customer expectations

### Where stakeholders are significantly MORE positive than the team (+0.5)

Operates leanly by producing outputs of value at minimum cost

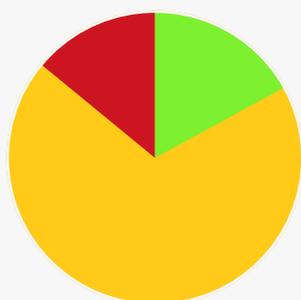
\* Total aggregate score of team, leader etc.

# TEAM DYNAMICS inputs summary & analysis

Your Overall TEAM DYNAMIC input score is ..... **62%**  
 Your team is classified as ..... **Emergent**  
 The % of your inputs requiring attention or urgent attention ..... **14%**

TEAM DYNAMIC input	Rating	Score*
1: Strategic Alignment 		<b>61%</b>
2: Ethical Relationships 		<b>57%</b>
3: Commercial Processes 		<b>61%</b>
4: Leadership Agility 		<b>63%</b>
5: Membership Presence 		<b>69%</b>
<b>Overall TEAM DYNAMIC input score</b>		<b>62%</b>

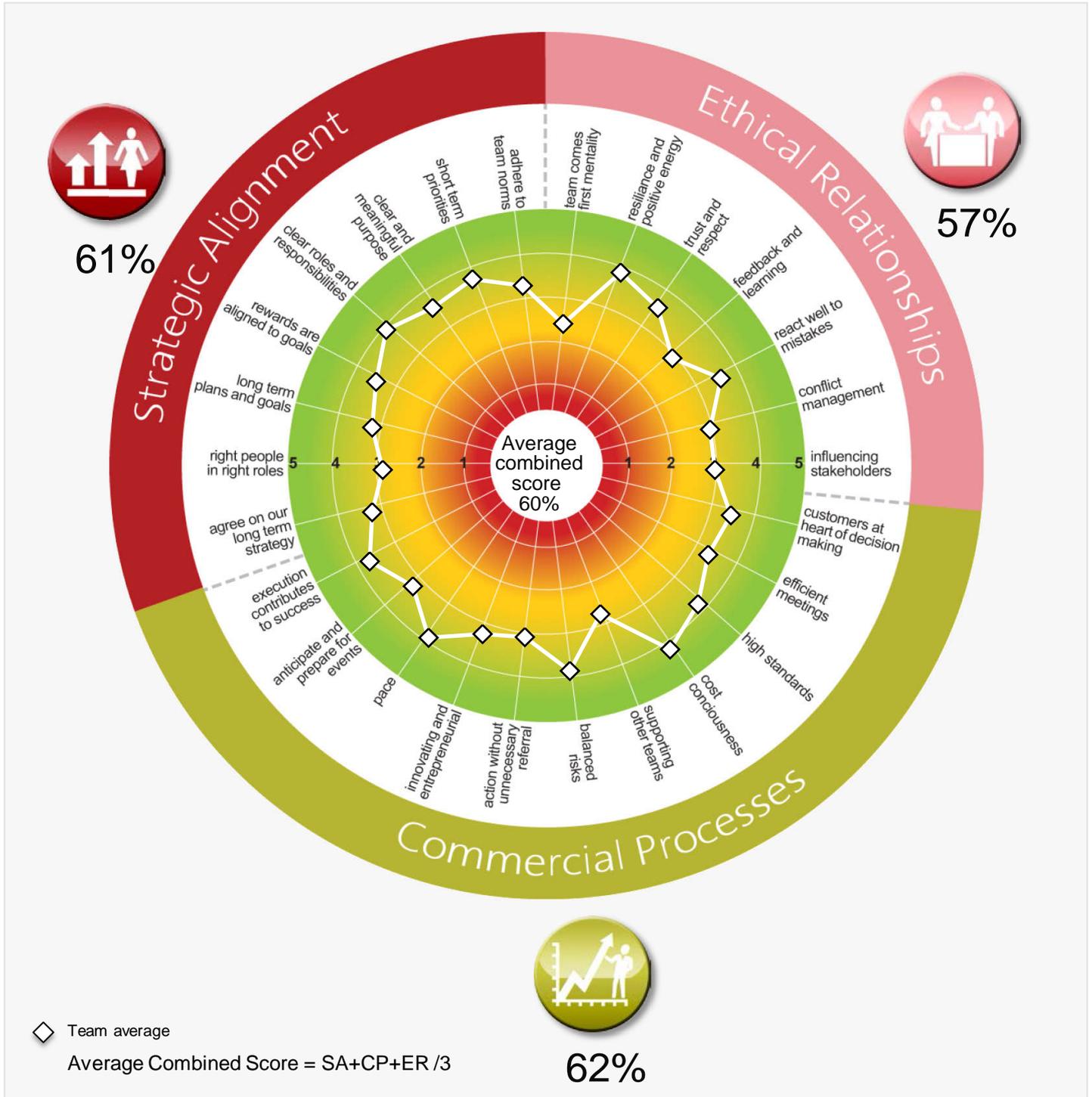
This pie chart shows the distribution of scores for all 5 TEAM DYNAMIC inputs.



**High Performing** ..... 17% of scores of 4 and above  
**Emergent** ..... 69% of scores between 3 and 4  
**Potentially Dysfunctional** ..... 14% of scores below 3

\* Total aggregate score of team, leader etc.

# SA, ER & CP overview



**Strategic Alignment**

High Performing scores = 1

Emergent Scores = 6

Potentially Dysfunctional scores = 1

**Ethical Relationships**

High Performing scores = 1

Emergent Scores = 5

Potentially Dysfunctional scores = 1

**Commercial Processes**

High Performing scores = 1

Emergent Scores = 9

Potentially Dysfunctional scores = 1

# Strategic Alignment analysis



- Team Leader
- ◇ Team (including Leader)

## Overall

	1	2	3	4	5	AV	Score*	Performance	Trend
					○	4.3			
			◇			3.5			
1. We agree on our long term strategy for this team			◇		○	3.2	3.2	●	
4. We are structured with the right people in the right roles			◇		○	2.8	2.8	●	
7. We work to long term plans with clear, relevant and measurable goals			◇		○	3.2	3.2	●	
10. Our rewards are aligned to the goals we have set			◇		○	3.5	3.5	●	
13. We clearly understand each other's roles and responsibilities				○	◇	4.0	4.0	●	
16. We have a clear and meaningful purpose			◇		○	3.7	3.7	●	
19. We agree on our short term priorities				○	◇	3.8	3.8	●	
22. We consistently adhere to an agreed set of team norms			◇		○	3.4	3.4	●	

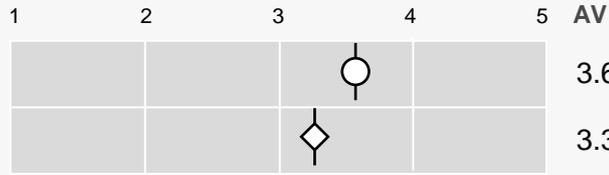
\* Total aggregate score of team, leader etc.

# Ethical Relationships analysis



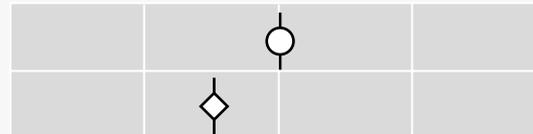
- Team Leader
- ◇ Team (including Leader)

## Overall



Score\* Performance Trend

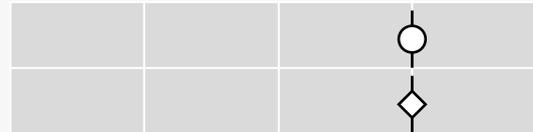
3. We demonstrate a 'team comes first mentality' in the way we work together



2.5



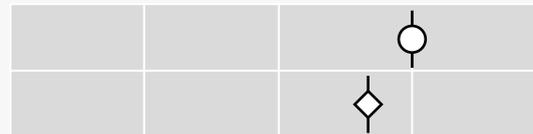
6. We demonstrate high levels of resilience, humour and positive energy



4.0



9. We trust and respect each other



3.7



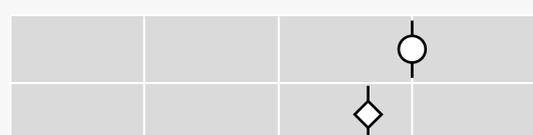
12. We learn and develop by exchanging feedback



3.0



15. We react well to the mistakes that we make



3.7



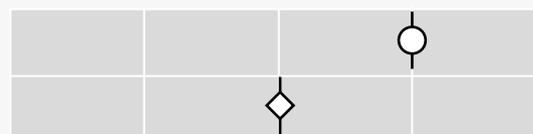
18. We are effective at resolving any inter-personal conflict



3.0



21. We are effective at influencing the stakeholders who affect our success



3.0



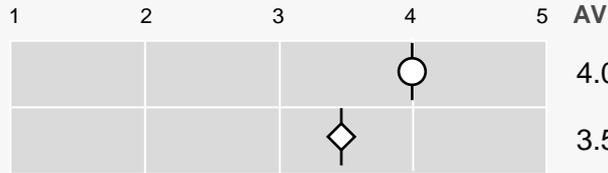
\* Total aggregate score of team, leader etc.

# Commercial Processes analysis

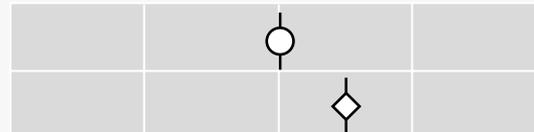


- Team Leader
- ◇ Team (including Leader)

## Overall

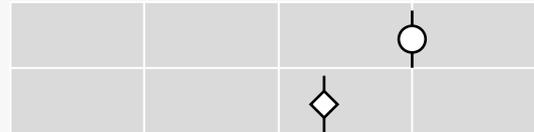


2. We put our customers (internal or external) at the heart of our decision making



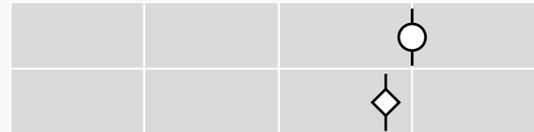
Score*	Performance	Trend
3.5	●	

5. We run efficient, rewarding and productive meetings



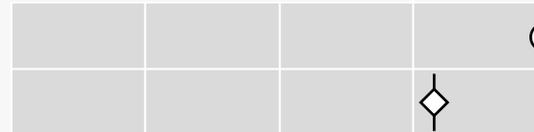
3.3	●	
-----	---	--

8. We set ourselves high standards and apply appropriate collective pressure to uphold them



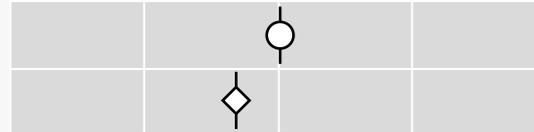
3.8	●	
-----	---	--

11. We are suitably cost conscious



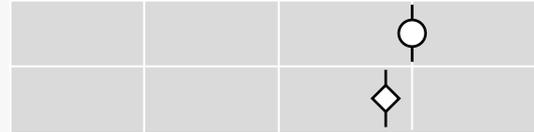
4.2	●	
-----	---	--

14. We pay sufficient attention to supporting the success of other teams in or outside our business area



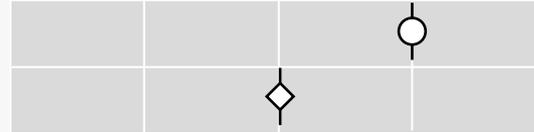
2.7	●	
-----	---	--

17. We take appropriately balanced risks to develop our business



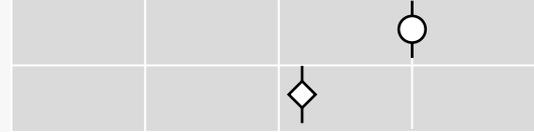
3.8	●	
-----	---	--

20. We take strategically aligned action without unnecessary referral



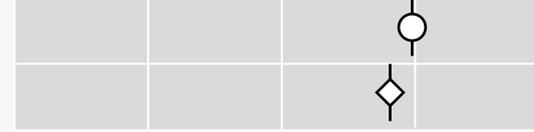
3.0	●	
-----	---	--

23. We use our industry expertise to be suitably entrepreneurial and innovative



3.2	●	
-----	---	--

24. We operate at about the right pace



3.8	●	
-----	---	--

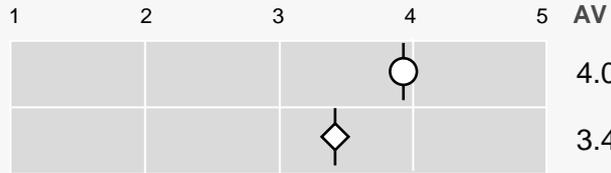
\* Total aggregate score of team, leader etc.

# Commercial Processes analysis



- Team Leader
- ◇ Team (including Leader)

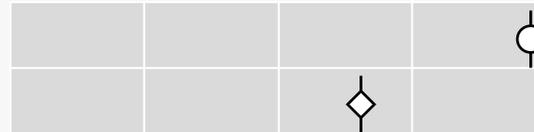
## Overall



25. We anticipate and prepare for events before they occur



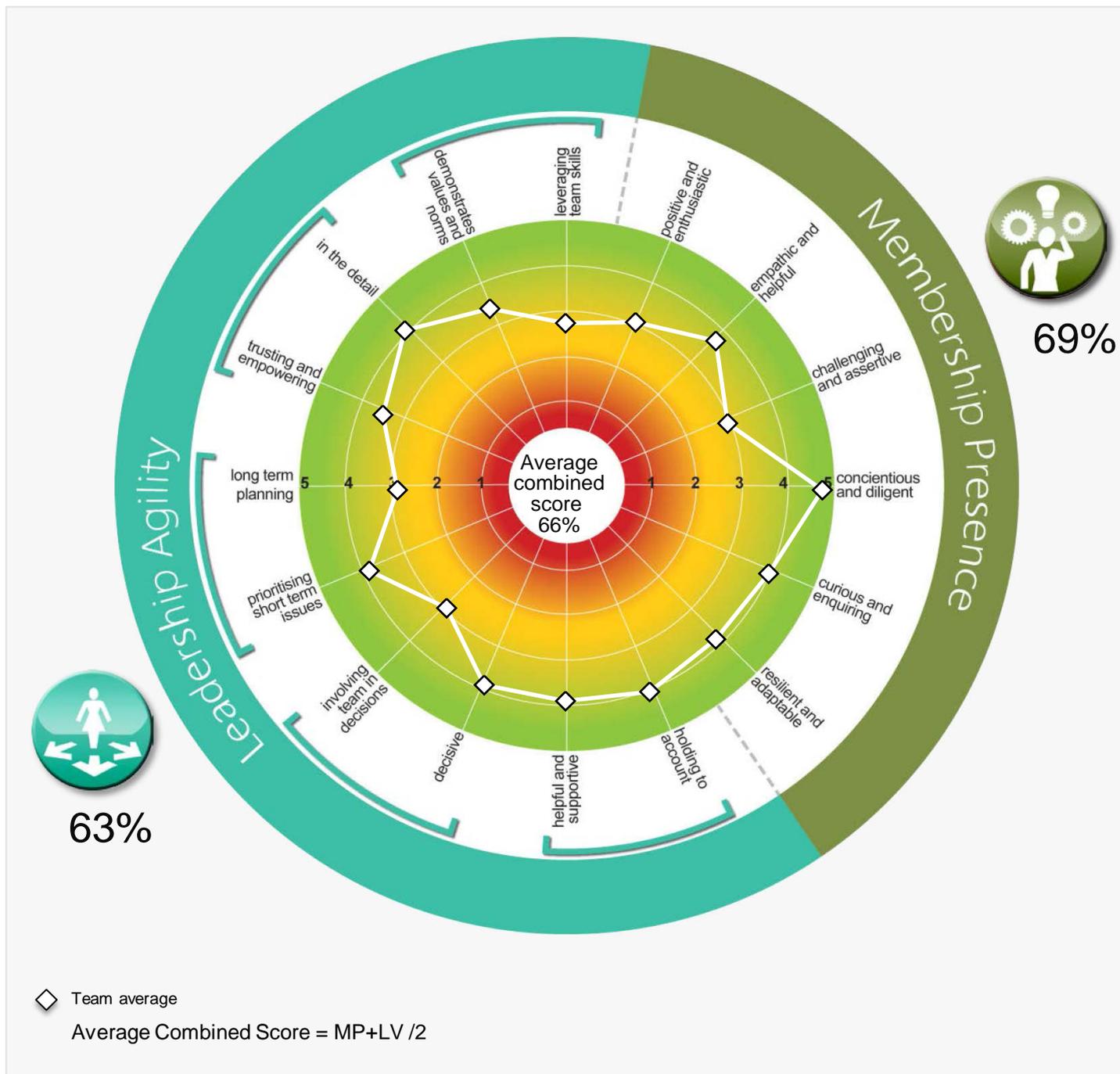
26. We understand how the execution of this team's strategy contributes to overall organisational success



Score*	Performance	Trend
3.2	●	
3.7	●	

\* Total aggregate score of team, leader etc.

# LA & MP overview



### Leadership Agility

High Performing scores = 2  
Emergent Scores = 5  
Potentially Dysfunctional scores = 3

### Membership Presence

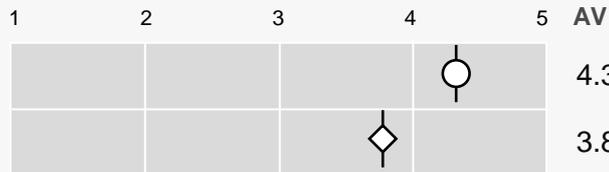
High Performing scores = 2  
Emergent Scores = 4  
Potentially Dysfunctional scores = 0

# Membership Presence analysis



- Team Leader
- ◇ Team (including Leader)

## Overall



Score\* Performance Trend

Statement	1	2	3	4	5	Score*	Performance	Trend
27. The members within this team are positive and enthusiastic			◇		○	3.2	●	
28. The members within this team are empathic and helpful				◇	○	3.8	●	
29. The members within this team are challenging and assertive			◇		○	3.0	●	
30. The members within this team are conscientious and diligent					○	4.8	●	
31. The members within this team are curious and inquiring				◇	○	4.0	●	
32. The members within this team are resilient and adaptable				◇	○	3.8	●	

## Gaps

challenging and assertive

## Strengths

conscientious and diligent  
curious and inquiring

### Response options for membership presence questions

1: Very few of us, 2: A few of us, 3: Some of us, 4: Most of us, 5: Almost all of us

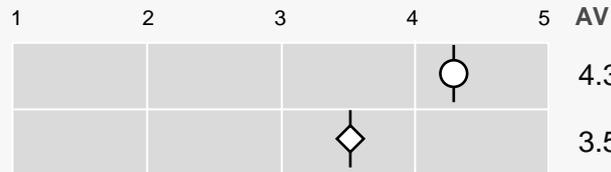
\* Total aggregate score of team, leader etc.

# Leadership Agility analysis



- Team Leader
- ◇ Team (including Leader)

## Overall



	1	2	3	4	5	AV	Score*	Performance	Trend
33. Holding team members to account for how they contribute and behave				○		4.0	4.0	●	
34. Being helpful and supportive towards individual team members				◇	○	3.8	3.8	●	
35. Being unilaterally decisive when it is important to do so				○	◇	3.8	3.8	●	
36. Sufficiently involving team members in decisions affecting team performance			◇	○		2.8	2.8	●	
39. Effectively dealing with and prioritising short term operational issues				○	◇	3.8	3.8	●	
40. Spending sufficient team time discussing the long term plan, strategy and vision			◇	○		2.8	2.8	●	
37. Delegating, trusting and empowering team members to take action without too much referral			◇		○	3.5	3.5	●	
38. Being sufficiently in the detail to control what needs controlling				◇	○	4.2	4.2	●	

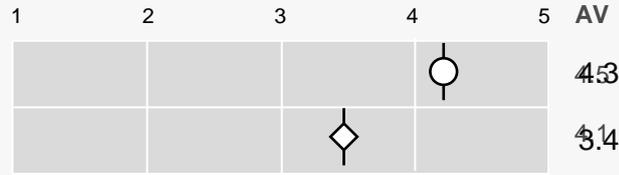
\* Total aggregate score of team, leader etc.

# Leadership Agility analysis



- Team Leader
- ◇ Team (including Leader)

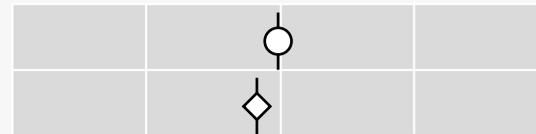
## Overall



41. Confidently demonstrating the team's values, processes, principles and norms



42. Leveraging the skills of team members to compensate for areas in which they are not so strong



Score*	Performance	Trend
3.5	<span style="color: yellow;">●</span>	
2.8	<span style="color: red;">●</span>	

\* Total aggregate score of team, leader etc.

# Open-ended comments

Team view (team leader & team member)

**What one thing could the team do to make the biggest leap forward?**

# Open-ended comments

## Stakeholder view

**What one thing could the team do to make the biggest leap forward?**

## 5 step improvement process

### 1 Increase awareness

1. Identify the context under which you operate by exploring the organisational and environmental influences that are currently affecting team results within this report.
2. Speak to your stakeholders. Explore their feedback (even if they haven't taken part in this report) and their key outcomes.
3. Discuss context and stakeholder outcomes with your team to ensure all actions you decide to take are informed by both.

### 5 Take action, gain feedback, re-prioritise & take action

1. Execute your commitments and hold your team to account for action completion. Be tenacious here as the temptation will be to focus on the short term operational issues at the expense of addressing the performance root causes identified within this report.
2. Review your progress with your team at team meetings and with stakeholders in 1:1s – improvements in some areas can be noticed immediately (e.g. clarifying roles and responsibilities) – others will take time to develop (e.g. improving your team meetings).
3. Review more formally the progress you have made and identify emerging and inevitable new team development priorities by repeating the LTI diagnostic.

### 2 Take accountability

1. As team leader, first look at your own Leadership Agility and identify your most obvious team leadership development areas.
2. Discuss and explore your Leadership Agility feedback with your team so that they see you firstly taking responsibility for the contents of this report.
3. Discuss ways to develop your leadership with a coach, mentor, manager or respected peer.

### 4 Decide on 4-6 priorities

1. Complete the Prioritisation process on the next page to identify the specific PROLIFIC outcomes you'd like your team to improve upon and prioritise the 14 key 'attention areas' encompassing the TEAM DYNAMIC Inputs.
2. Select the 4 -6 most important 'attention areas' that will have the most immediate impact on your chosen 3 outcomes, using the following rules of thumb:
  - a. Firstly prioritise the 'hard stuff' within Strategic Alignment.
  - b. Then prioritise the 'softer stuff' within Ethical Relationships, focusing if necessary, on improving feedback and conflict resolution.
  - c. Finally, focus on improving your Commercial Processes.

### 3 Build confidence

1. When you introduce the team to their LTI results for the first time, ensure you feedback any reported strengths from the Membership Presence section first.
2. Encourage the team to discuss ways they can more fully utilise these inherent strengths.

# Next steps: prioritisation process

Record your top 3 priorities for the 8 'PROLIFIC' Outcomes and for the 5 TEAM DYNAMIC Inputs contained in this report. This summary is a starting point from which you can refine via conversations with the team and with your stakeholders.

**'PROLIFIC' Outcomes:** Top 3 attention areas are:

- 1.
- 2.
- 3.

**Strategic Alignment:** Top 3 attention areas are:

- 1.
- 2.
- 3.

**Ethical Relationships:** Top 3 attention areas are:

- 1.
- 2.
- 3.

**Commercial Processes:** Top 3 attention areas are:

- 1.
- 2.
- 3.

**Membership Presence:**

1 area to leverage is:

1 area to improve is:

**Leadership Agility:** Top 3 attention areas are:

- 1.
- 2.
- 3.

# Appendix 1: PROLIFIC outcomes

<span style="display:inline-block; width:10px; height:10px; background-color:#800080; border:1px solid #000;"></span> Team Leader
<span style="display:inline-block; width:10px; height:10px; background-color:#C080F0; border:1px solid #000;"></span> Team (including Leader)
<span style="display:inline-block; width:10px; height:10px; background-color:#E0D0FF; border:1px solid #000;"></span> Stakeholders

PROLIFIC outcomes	Score	Range	SD	Cannot Say (%)	Performance (%)	Trend
Consistently produces strategically aligned results	4.0	4 - 4	-	0%	80%	<span style="display:inline-block; width:10px; height:10px; background-color:#800080; border:1px solid #000;"></span>
	3.3	2 - 4	0.8	0%	67%	<span style="display:inline-block; width:10px; height:10px; background-color:#C080F0; border:1px solid #000;"></span>
	3.4	3 - 4	0.5	0%	68%	<span style="display:inline-block; width:10px; height:10px; background-color:#E0D0FF; border:1px solid #000;"></span>
Is responsive to the needs of others by intentionally helping them succeed	4.0	4 - 4	-	0%	80%	<span style="display:inline-block; width:10px; height:10px; background-color:#800080; border:1px solid #000;"></span>
	3.0	2 - 4	0.9	0%	60%	<span style="display:inline-block; width:10px; height:10px; background-color:#C080F0; border:1px solid #000;"></span>
	3.0	2 - 4	0.7	0%	60%	<span style="display:inline-block; width:10px; height:10px; background-color:#E0D0FF; border:1px solid #000;"></span>
Contributes original thinking, creativity and innovation to the organisation	4.0	4 - 4	-	0%	80%	<span style="display:inline-block; width:10px; height:10px; background-color:#800080; border:1px solid #000;"></span>
	3.3	2 - 4	0.8	0%	67%	<span style="display:inline-block; width:10px; height:10px; background-color:#C080F0; border:1px solid #000;"></span>
	2.4	2 - 3	0.5	0%	48%	<span style="display:inline-block; width:10px; height:10px; background-color:#E0D0FF; border:1px solid #000;"></span>
Operates leanly by producing outputs of value at minimum cost	5.0	5 - 5	-	0%	100%	<span style="display:inline-block; width:10px; height:10px; background-color:#800080; border:1px solid #000;"></span>
	3.7	3 - 5	1.0	0%	73%	<span style="display:inline-block; width:10px; height:10px; background-color:#C080F0; border:1px solid #000;"></span>
	4.3	3 - 5	1.0	20%	85%	<span style="display:inline-block; width:10px; height:10px; background-color:#E0D0FF; border:1px solid #000;"></span>
Encourages integrity from others through demonstrating culturally aligned ethics and principles	4.0	4 - 4	-	0%	80%	<span style="display:inline-block; width:10px; height:10px; background-color:#800080; border:1px solid #000;"></span>
	4.2	3 - 5	1.0	0%	83%	<span style="display:inline-block; width:10px; height:10px; background-color:#C080F0; border:1px solid #000;"></span>
	4.0	3 - 5	0.8	20%	80%	<span style="display:inline-block; width:10px; height:10px; background-color:#E0D0FF; border:1px solid #000;"></span>
Is flexible, agile and adaptable to organisational and environmental change	4.0	4 - 4	-	0%	80%	<span style="display:inline-block; width:10px; height:10px; background-color:#800080; border:1px solid #000;"></span>
	3.3	3 - 4	0.5	0%	67%	<span style="display:inline-block; width:10px; height:10px; background-color:#C080F0; border:1px solid #000;"></span>
	2.6	2 - 4	0.9	0%	52%	<span style="display:inline-block; width:10px; height:10px; background-color:#E0D0FF; border:1px solid #000;"></span>
Illuminates those close by with energy, enthusiasm and passion	3.0	3 - 3	-	0%	60%	<span style="display:inline-block; width:10px; height:10px; background-color:#800080; border:1px solid #000;"></span>
	3.2	2 - 4	0.8	0%	63%	<span style="display:inline-block; width:10px; height:10px; background-color:#C080F0; border:1px solid #000;"></span>
	2.0	2 - 2	0.0	20%	40%	<span style="display:inline-block; width:10px; height:10px; background-color:#E0D0FF; border:1px solid #000;"></span>
Satisfies internal and external Customer expectations	4.0	4 - 4	-	0%	80%	<span style="display:inline-block; width:10px; height:10px; background-color:#800080; border:1px solid #000;"></span>
	3.6	3 - 4	0.5	17%	72%	<span style="display:inline-block; width:10px; height:10px; background-color:#C080F0; border:1px solid #000;"></span>
	3.0	2 - 4	0.7	0%	60%	<span style="display:inline-block; width:10px; height:10px; background-color:#E0D0FF; border:1px solid #000;"></span>

# Appendix 2: Strategic Alignment



■ Team Leader  
■ Team (including Leader)

Strategic Alignment	Score	Range	SD	Cannot Say (%)	Performance (%)	Trend
We agree on our long term strategy for this team	4.0	4 - 4	-	0%	80%	
	3.2	1 - 4	1.3	17%	64%	
We are structured with the right people in the right roles	4.0	4 - 4	-	0%	80%	
	2.8	1 - 4	1.5	0%	57%	
We work to long term plans with clear, relevant and measurable goals	5.0	5 - 5	-	0%	100%	
	3.2	2 - 5	1.1	17%	64%	
Our rewards are aligned to the goals we have set	4.0	4 - 4	-	0%	80%	
	3.5	1 - 4	1.2	0%	70%	
We clearly understand each other's roles and responsibilities	4.0	4 - 4	-	0%	80%	
	4.0	4 - 4	0.0	0%	80%	
We have a clear and meaningful purpose	5.0	5 - 5	-	0%	100%	
	3.7	2 - 5	1.2	0%	73%	
We agree on our short term priorities	4.0	4 - 4	-	0%	80%	
	3.8	3 - 4	0.4	0%	77%	
We consistently adhere to an agreed set of team norms	4.0	4 - 4	-	0%	80%	
	3.4	2 - 4	0.9	17%	68%	

# Appendix 3: Ethical Relationships



■ Team Leader  
■ Team (including Leader)

Ethical Relationships	Score	Range	SD	Cannot Say (%)	Performance (%)	Trend
We demonstrate a 'team comes first mentality' in the way we work together	3.0	3 - 3	-	0%	60%	
	2.5	2 - 4	0.8	0%	50%	
We demonstrate high levels of resilience, humour and positive energy	4.0	4 - 4	-	0%	80%	
	4.0	4 - 4	0.0	0%	80%	
We trust and respect each other	4.0	4 - 4	-	0%	80%	
	3.7	3 - 4	0.5	0%	73%	
We learn and develop by exchanging feedback	4.0	4 - 4	-	0%	80%	
	3.0	2 - 4	1.1	0%	60%	
We react well to the mistakes that we make	4.0	4 - 4	-	0%	80%	
	3.7	3 - 4	0.5	0%	73%	
We are effective at resolving any inter-personal conflict	2.0	2 - 2	-	0%	40%	
	3.0	2 - 4	0.8	33%	60%	
We are effective at influencing the stakeholders who affect our success	4.0	4 - 4	-	0%	80%	
	3.0	2 - 4	0.7	17%	60%	

# Appendix 4: Commercial Processes



Team Leader  
 Team (including Leader)

Commercial Processes	Score	Range	SD	Cannot Say (%)	Performance (%)	Trend
We put our customers (internal or external) at the heart of our decision making	3.0	3 - 3	-	0%	60%	
	3.5	2 - 5	1.0	0%	70%	
We run efficient, rewarding and productive meetings	4.0	4 - 4	-	0%	80%	
	3.3	2 - 4	0.8	0%	67%	
We set ourselves high standards and apply appropriate collective pressure to uphold them	4.0	4 - 4	-	0%	80%	
	3.8	3 - 4	0.4	17%	76%	
We are suitably cost conscious	5.0	5 - 5	-	0%	100%	
	4.2	3 - 5	0.8	0%	83%	
We pay sufficient attention to supporting the success of other teams in or outside our business area	3.0	3 - 3	-	0%	60%	
	2.7	2 - 3	0.5	0%	53%	
We take appropriately balanced risks to develop our business	4.0	4 - 4	-	0%	80%	
	3.8	3 - 4	0.4	17%	76%	
We take strategically aligned action without unnecessary referral	4.0	4 - 4	-	0%	80%	
	3.0	2 - 5	1.4	17%	60%	
We use our industry expertise to be suitably entrepreneurial and innovative	4.0	4 - 4	-	0%	80%	
	3.2	2 - 4	0.8	0%	63%	
We operate at about the right pace	4.0	4 - 4	-	0%	80%	
	3.8	2 - 5	1.0	0%	77%	
We anticipate and prepare for events before they occur	4.0	4 - 4	-	0%	80%	
	3.2	2 - 4	1.0	0%	63%	
We understand how the execution of this team's strategy contributes to overall organisational success	5.0	5 - 5	-	0%	100%	
	3.7	3 - 5	0.8	0%	73%	

# Appendix 5: Membership Presence



- Team Leader
- Team (including Leader)

Membership Presence	Score	Range	SD	Cannot Say (%)	Performance (%)	Trend
The members within this team are positive and enthusiastic	4.0	4 - 4	-	0%	80%	
	3.2	2 - 4	0.8	0%	63%	
The members within this team are empathic and helpful	4.0	4 - 4	-	0%	80%	
	3.8	2 - 5	1.0	0%	77%	
The members within this team are challenging and assertive	4.0	4 - 4	-	0%	80%	
	3.0	1 - 5	1.7	0%	60%	
The members within this team are conscientious and diligent	5.0	5 - 5	-	0%	100%	
	4.8	4 - 5	0.4	0%	97%	
The members within this team are curious and inquiring	5.0	5 - 5	-	0%	100%	
	4.0	3 - 5	0.9	0%	80%	
The members within this team are resilient and adaptable	4.0	4 - 4	-	0%	80%	
	3.8	3 - 5	0.8	0%	77%	

# Appendix 6: Leadership Agility



- Team Leader
- Team (including Leader)

Leadership Agility	Score	Range	SD	Cannot Say (%)	Performance (%)	Trend
Holding team members to account for how they contribute and behave	4.0	4 - 4	-	0%	80%	
	4.0	3 - 5	0.6	0%	80%	
Being helpful and supportive towards individual team members	5.0	5 - 5	-	0%	100%	
	3.8	3 - 5	0.8	0%	77%	
Being unilaterally decisive when it is important to do so	4.0	4 - 4	-	0%	80%	
	3.8	3 - 5	0.8	0%	77%	
Sufficiently involving team members in decisions affecting team performance	4.0	4 - 4	-	0%	80%	
	2.8	2 - 4	1.0	0%	57%	
Effectively dealing with and prioritising short term operational issues	4.0	4 - 4	-	0%	80%	
	3.8	3 - 4	0.4	0%	77%	
Spending sufficient team time discussing the long term plan, strategy and vision	4.0	4 - 4	-	0%	80%	
	2.8	2 - 4	1.0	0%	57%	
Delegating, trusting and empowering team members to take action without too much referral	5.0	5 - 5	-	0%	100%	
	3.5	1 - 5	1.6	0%	70%	
Being sufficiently in the detail to control what needs controlling	5.0	5 - 5	-	0%	100%	
	4.2	3 - 5	0.8	0%	83%	
Confidently demonstrating the team's values, processes, principles and norms	5.0	5 - 5	-	0%	100%	
	3.5	2 - 5	1.4	0%	70%	
Leveraging the skills of team members to compensate for areas in which they are not so strong	3.0	3 - 3	-	0%	60%	
	2.8	2 - 4	0.8	0%	57%	

## Leap team members can also support you in -

1. Understanding and Interpreting the results
2. Providing bespoke team solutions to improve team functioning and increase performance output
3. Developing cost effective online solutions to support lower level teams
4. Training internal facilitators in specific LTI team development techniques to support ongoing improvement

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## Leap Team Index

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