



The *GlobeSmart Leadership Assessment<sup>SM</sup> (GLA)* is a multi-rater instrument that assesses participants on the ten behaviors of Aperian Global's SCOPE model of Global Leadership. Designed for leaders with cross-boundary responsibilities, the tool aims to give insight into a leader's strengths and developmental opportunities.

### The Aperian Global Difference

GLA is uniquely set apart from other assessment tools on the market.

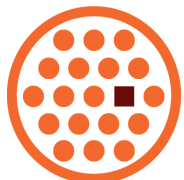
- It focuses on behaviors that are important when leading in a **global** context
- Rather than focusing on general intercultural competency, GLA focuses on what is needed for effective global **leadership**
- This assessment does not focus on static characteristics or traits, which are difficult to alter, but rather on dynamic leadership **behaviors** that are more readily cultivated through individual learning, training, coaching, and on-the-job experience

### Leaders Who Leverage GLA will Benefit from:

- Insight into strengths and priority areas for improvement as a global leader
- Identifying significant gaps between their responses and those of the colleagues who have assessed them
- Actionable advice to improve their global leadership skills

### The SCOPE Model

Based on research from *What is Global Leadership: Ten Behaviors that Define Great Global Leaders*, GLA provides feedback on five stages of global leadership development and specific related behaviors.



**Seeing  
Differences**



**Closing  
the Gap**



**Opening the  
System**



**Preserving  
Balance**



**Establishing  
Solutions**

# GlobeSmart Leadership Assessment<sup>SM</sup>

## One Assessment Tool, Multiple Applications

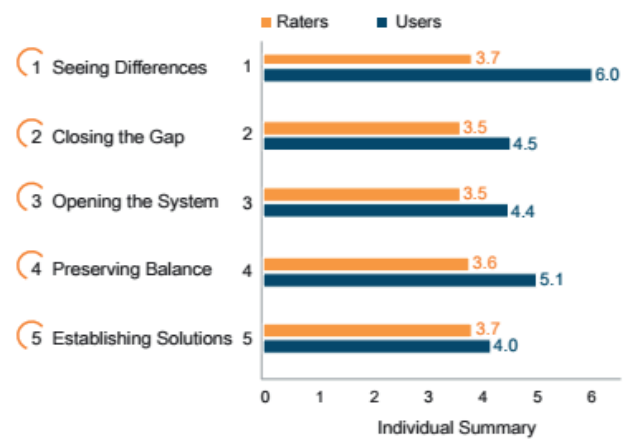
GLA can be applied in a variety of settings:

- A coaching tool for individuals
- One module of a development program curriculum for a group of leaders
- A means for identifying developmental needs at the organizational level for a group of leaders

## Qualitative & Quantitative Analysis

Incorporating both qualitative and quantitative data, GLA provides a detailed report that highlights:

- Overall scores and priority-for-action rankings of the global leadership behaviors
- Strengths and developmental opportunities, both expected and unexpected
- Anonymous written comments from colleagues
- Ability to assess changes over time with a re-survey feature



For additional information: [contactus@aperianglobal.com](mailto:contactus@aperianglobal.com)