

Global Leadership AssessmentSM



The Global Leadership AssessmentSM (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.

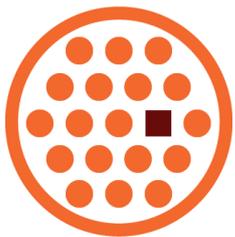
- It focuses on behaviors that are important when leading in a global context
- Rather than focusing on general intercultural competency, GLA focuses on what is needed for effective global leadership
- This assessment does not focus on static characteristics or traits, which are difficult to alter, but 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

Global Leadership AssessmentSM

One Assessment Tool, Multiple Applications

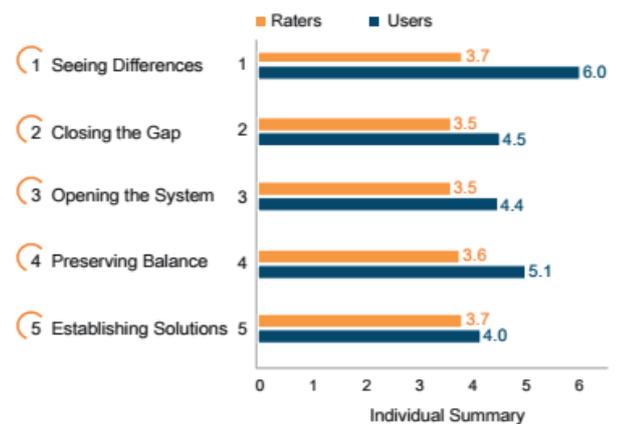
GLA can be applied in a variety of settings:

- 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



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