

## Energy Strategy Value Series



### Leadership Readiness Assessment

Alboran's Leader Readiness Inventory (ALRI™) provides a comprehensive framework for assessing and mapping the Leader Readiness & Development Objectives of your company's current and future leaders.

Your senior executives are responsible for the corporate performance and must develop optimum leadership effectiveness. They must support your company's drive for innovation with a vision for excellence and competitive distinction. Doing things the way they were always done is not enough. True leadership requires direction-setting skills that help realize the vision, including the definition of ambitious goals for the future. Your leaders are champions of change and can engineer and direct the execution of high quality strategic interventions, based on in-depth understanding of best-in-class practices.

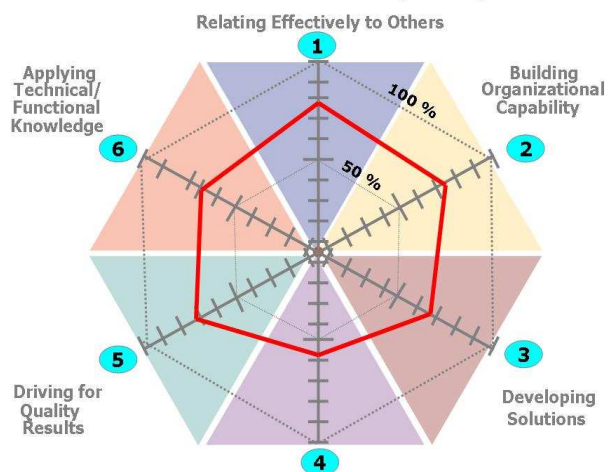
ALRI™ helps leaders determine their strengths and weaknesses. The assessment is summarized in a comprehensive plot of leadership readiness using a set of six competency clusters. This has been applied successfully to benchmark the relative performance of Oil Majors, Independents, National Oil Companies, Natural Gas Transmission Companies and Energy Utilities.

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#### Competency Clusters



#### Individual Score on Leadership Competencies

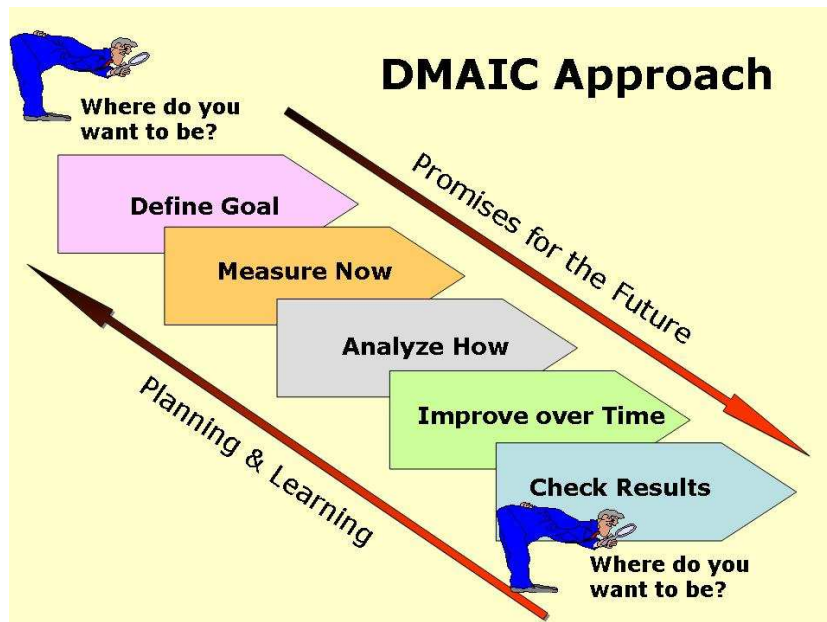


ALRI™ can be completed during a 5-day Leadership Workshop. The workshop includes the **Alboran Leadership Style Assessment Package (ALSAP™)** - a suite of leadership style assessments: abbreviated Myers-Briggs, People versus Task oriented focus, Transactional versus Transformational Leadership, Goleman's leadership styles and Blanchard Hershey's Situational Leadership styles. Together, ALRI™ and ALSAP™ help new leaders determine their natural leadership strengths and weaknesses. The Leadership Workshop provides theoretical guidance for effective leadership styles in a wide range of situations.

The **Alboran Leader Readiness Inventory (ALRI™)** has been validated in numerous training programs over the past decade. **ALRI™** comprises 9 parts:

- Part 1 → Introduction to Leader Readiness**
- Part 2 → Map your Leader Readiness Principle**
- Part 3 → CEO Tasks - An introductory statement**
- Part 4 → CEO Qualities, Part A – Innate Traits & Track Record**
- Part 5 → CEO Qualities, Part B - Skills & Competencies Mastered**
- Part 6 → Leadership Competencies Explained**
- Part 7 → Scoring your Mastery of Leader Skills & Competencies**
- Part 8 → Reflect on your Personal Development Objectives**
- Part 9 → Develop & Execute your Career Masterplan**

Each part is related to theory and case studies discussed in the Leadership Workshop.



We are delighted to provide additional information on our services.

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