

Global Leadership Assessment

360 Assessment for Leaders in a Globalizing Business Environment

Leadership assessment designed by multinationals for multinationals

The Global Leadership Assessment (GLA360) is a 360 leadership assessment rooted in groundbreaking research involving CEOs of Fortune 500 companies, global thought leaders, and international business executives of organizations in 100 countries. Whereas most assessments are created by psychologists or behavioral scientists, the GLA360 is the first and only assessment in the market co-developed by multinationals, for multinationals.

The GLA360 articulates and measures the top 15 most important competencies for today's global leader. It shows leaders the areas they need to develop in order to succeed in a competitive business environment.



Key factors of the GLA360

- Trusted brand and well-designed 360 experience, feedback reports, and debrief sessions
- Smooth (modern, up to date) survey experience for leaders and respondents, which supports high response rates during data collection
- Well researched competency model developed with multinationals, for multinationals that 500 top executives in 100 organizations across 100 countries collaborated on
- Fit for a modern world where millennials are respondents and the workforce requires recognition of diversity
- Norm group that leaders can use to benchmark themselves against as they get feedback from their coworkers
- The GLA360 is a leading 360 assessment tool used by thousands of certified professionals around the world to support leaders in their development



The GLA360 is typically used for leaders who:



- Lead an internationalizing business
- Lead international functional teams
- Manage diverse project teams
- Manage remote and geographically dispersed teams
- Leverage diversity across cultures while interacting with coworkers
- Have the potential and ambition to measurably grow their global leadership skills.

This assessment can be used to identify the "leadership tipping point" behaviors that will have the highest "Return on Leadership." From the GLA360 feedback, leaders will be able to articulate their leadership growth areas for fast-track leadership growth and be empowered to define their path forward.

GLA competencies measure leadership effectiveness in a globalizing business environment

The GLA describes 15 competencies grouped in 5 clusters that effective leaders in a globalizing business need to develop and master. This includes the five emerging competencies that global leaders need to develop most.

