



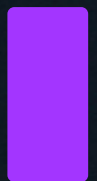
TALOGY

InView

LEADERSHIP



For PEOPLE-FOCUSED,
HIGH-PERFORMING
leaders who are ready
for what comes next



A turning point in leadership

As the world continues to change, so do the needs and expectations of leaders. Constantly challenged to do more with less and under significant pressure to deliver results, leaders are faced with unprecedented challenges.

Poor leadership can lead to low engagement, missed targets and higher attrition rates, where effective leaders are able to create a psychologically safe and open culture while motivating their team to achieve results. This balance of people and performance is the dividing line between effective and ineffective leaders.

Only 48% of leaders strongly agree that they currently have the skills needed to be exceptional at their job¹.

Talogy InView Leadership strengthens organisations with a more agile, people-centric approach to selecting and cultivating future-ready leaders who connect people, purpose, and performance. Built on up-to-date research of employees and leaders across the globe, Talogy InView Leadership assessment and development solutions help you hire, engage, develop, and retain top leadership talent.

1. Gallup "The Manager Squeeze: How the New Workplace is Testing Team Leaders"
<https://www.gallup.com/workplace/510326/manager-squeeze-new-workplace-testing-team-leaders.aspx>

Talogy InView Leadership

A NEW PERSPECTIVE

Today's leaders must embody resilience, compassion, focus, and agility - going beyond task-based leadership to leading from a foundation of authenticity and empathy. Skills-based leadership must now evolve to a more people-centred approach, starting with the leader.

Developed using the latest research and insights, **Talogy InView Leadership** redefines the attitudes, skills, and behaviours needed for impactful leadership - providing leaders with the critical qualities needed to successfully lead change while supporting and enabling their teams to thrive in uncertainty.

Pillars of Talogy InView Leadership

Self-awareness is fundamental to effective leadership. Starting with an understanding of a leader's character and values builds a strong, dependable foundation for inside-out leadership. It's not just about the actions they take, but who they are and why they lead.

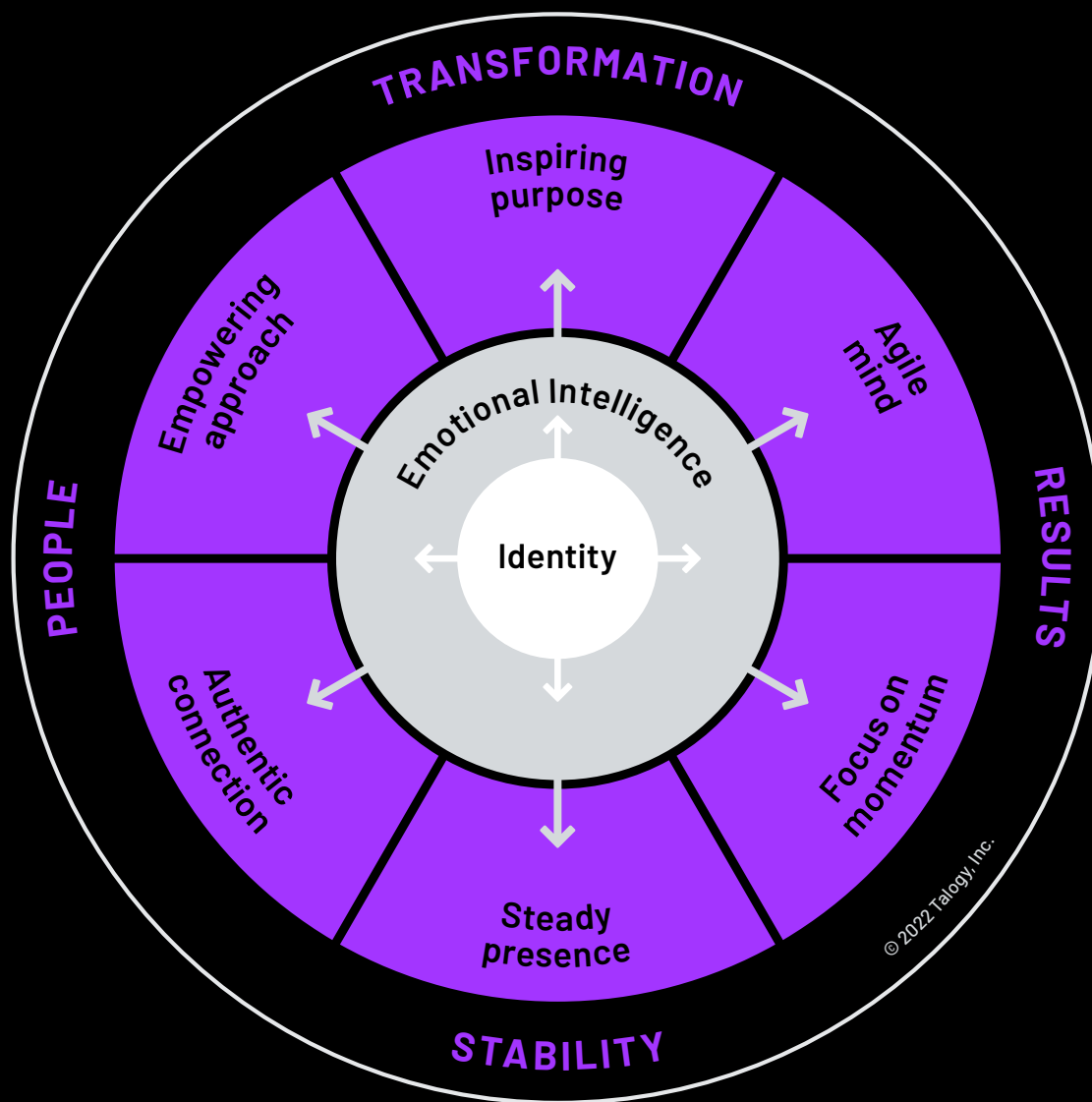
Emotional Intelligence can significantly impact a leader's effectiveness. A leader's ability to recognise and control their emotions as well as the awareness and sensitivity towards others' emotions is key to successfully dealing with change, conflict and stress while building safe, collaborative workplace environments.

Evolving demands and a disruptive work context requires leaders who have a **growth mindset and adeptly manage constant change**. By guiding and enabling leaders to capably shift between and leverage key leadership qualities depending on the situational context, leaders are prepared and empowered to confidently lead.



Introducing Talogy InView Leadership framework

THE FOUNDATION OF MODERN LEADERSHIP



The core

IDENTITY:

We lead from who we are

- Talogy InView Leadership enables deep self-insight and self-management, critical for navigating the challenges of today's work environment.
- **The result:** Authentic and consistent leadership builds a trusting and psychologically safe workplace that cultivates performance and wellbeing.

EMOTIONAL INTELLIGENCE:

Connecting personality to performance

- Talogy InView Leadership solutions enables leaders to manage their attitudes and behaviour intentionally to enable personal effectiveness and productive relationships.
- **The result:** Leaders that pay attention to their feelings and those of others create a more resilient and engaged workforce.

The qualities

SIX KEY LEADERSHIP QUALITIES:

Essential behaviours for effective modern leaders

With a solid foundation of self-awareness and emotional intelligence, leaders look forward-leveraging the qualities, skills, and behaviours to employ based on the challenges they face.



Agile mind

Look ahead and always be ready to adjust course.



Inspiring purpose

Give people a 'why'.



Empowering approach

You don't need to have all the answers.



Focus on momentum

Keep people moving in the right direction.



Authentic connection

Connect with people and value them as individuals.



Steady presence

Be the leader that others can rely on.

The balance

THE FLEXIBILITY REQUIRED TO CONFIDENTLY LEAD:

Whether focusing on their people, driving results, leading transformational change, or offering a steady presence during uncertainty, Talogy InView framework equips and empowers leaders to courageously take action and deliver results.

Hire, empower, and grow future-ready leaders

Talogy InView Leadership offers an integrated suite of assessment and development solutions, aligned with the demands of the dynamic and constantly evolving workplace – so you can identify and empower leaders that inspire, motivate, and enable their teams to deliver maximum results.

Assessment and development solutions

- ✓ Programmes for **first, mid, and senior level leaders** to scale across your organisation
- ✓ Reflects the **key qualities**, skills, and **behaviours** needed to assess and develop future-ready leaders
- ✓ Enhances and empowers leader **self-awareness** and **emotional intelligence** throughout the process
- ✓ Modern technology and expert insights deliver **actionable feedback for real-world results**
- ✓ Flexibility of **ready-to-use, integrated solutions** or a **more tailored approach** to enrich your current framework with the most up-to-date insights

Unparalleled experience and expertise

With over 75 years of leadership assessment and development experience, we understand leadership, what makes good leaders, and how to help you find and develop the best leaders.

- Consulting-based services – from implementation support to coaching and debriefs, Talogy helps implement and execute leadership programmes at scale
- Expert-led, science-backed solutions that give your organisation a competitive edge
- Based on ongoing leadership research so your organisation can stay ahead of the curve

Assessment

Increased talent competition and a growing skills gap have made identifying and selecting the right leaders more challenging than ever – with mistakes coming at a higher cost and impact. Talogy InView Leadership assessments provide **holistic insights and evidence-based recommendations** so you can make reliable and accurate decisions.

PEOPLE-FOCUSED PROGRAMMES

Participant centric approach includes a detailed and unbiased evaluation – identifying strengths, potential challenges, and derailers for an accurate picture of their core self and leadership capabilities.

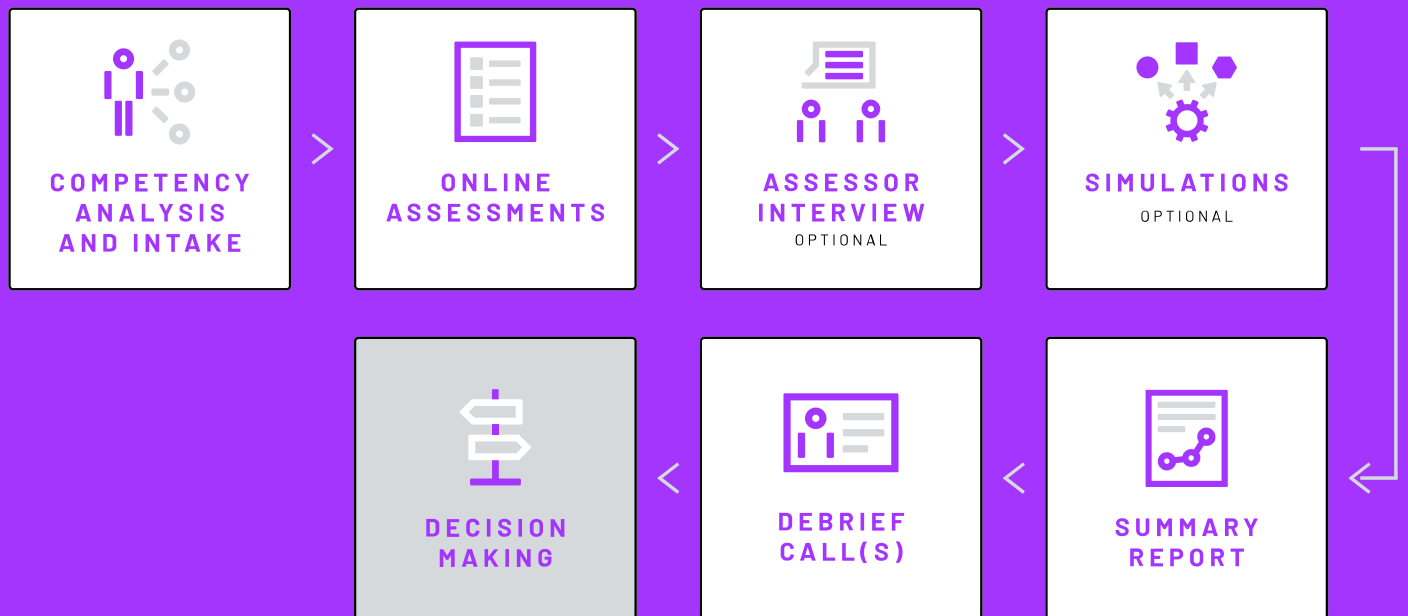
SCIENCE-BACKED, REAL-WORLD RECOMMENDATIONS

Multi-trait and multi-source assessments that provide insight and holistic recommendations predicting performance across a variety of contexts and situations and enabling confident leadership decisions.

LEADERSHIP SOLUTIONS ALIGNED TO YOUR BUSINESS NEEDS

Assessment solutions for selection, development and potential that support your business objectives-reflecting the different requirements of leaders at different levels to achieve your desired outcomes.

Example consultative assessment process

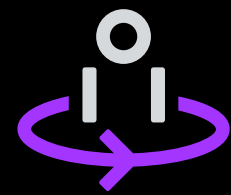


Whether selecting a leader, maximizing a leader's performance and impact, or identifying a future leader, Talogy can help you make the right decisions with leadership assessments that drive real world business outcomes. With options for a more personalised

approach customised to your needs, or a more automated online process for maximum scalability, Talogy partners with you to develop assessment programmes that fit your needs.

360 feedback

As leaders look to motivate, unite, and lead their teams, the perception of others can have a significant impact on their success. Encouraging self-reflection and growth through insights, Talogy InView Leadership 360 creates a strong foundation for leadership development through the lens of others.



FOCUSED

Reflecting the six key qualities needed for successful, modern-day leadership, Talogy InView Leadership 360 features focused and insightful reporting and analytics. With behaviour indicators and development tips that create actionable insights, you can drive targeted learning and lasting behaviour change. (Figure 1)

ACTIONABLE

Talogy InView Leadership 360 brings together modern technology with people development expertise for a comprehensive view of a leader - providing objective feedback on leadership behaviours including overall effectiveness and derailleurs (optional). (Figure 2)

SUPPORTED

From design and implementation to interpretation and follow-up, Talogy InView Leadership 360 projects are led by our global team of expert consultants. Guiding you through the process, our consultants are by your side to ensure alignment with your organisational needs and larger development programmes.

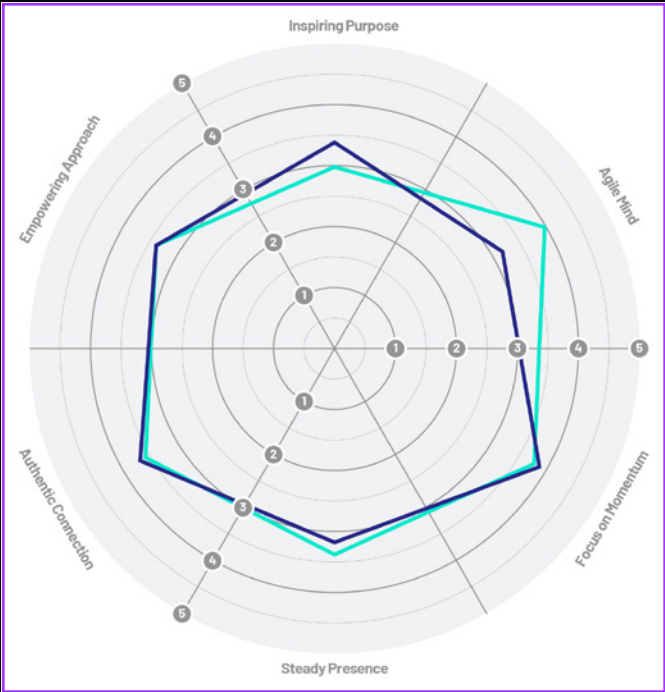


Figure 1: Average reviewer and self-ratings are displayed for each leadership quality.



Figure 2: A comparison of reviewer and self-ratings feedback for overall leadership effectiveness.

Development programmes

Talogy InView Leadership development programmes are **designed for impact** and **sustainable change** to help you navigate current and future leadership challenges. Our unmatched consulting team partners with you to implement and scale leadership development programmes tailored to each level of leadership within your organisation.

Talogy InView Leadership development programme overview:



Talogy InView Leadership development is focused on making leaders exceptional - emphasising the person as a whole - understanding who they are and why they lead, and strengthening emotional intelligence to impact how they lead.

With focused leadership programmes that are always designed around the leader's experience and level and linked to your organisation and outcomes, **Talogy InView Leadership** develops genuine, impactful leaders that deliver results.

People-powered success with Talogy InView Leadership

Leadership is complex, messy and challenging to navigate. It is the behaviours you display on a day-to-day basis that make you an effective leader. Talogy InView leaders lead from who they are, connecting and inspiring their teams to deliver while setting a steady course for what lies ahead.

- ✓ Empowered
- ✓ Forward-thinking
- ✓ Reliable
- ✓ Authentic
- ✓ Empathetic
- ✓ Agile
- ✓ Inspiring

Find out more about Talogy
InView Leadership at:
Talogy.com/InViewUK

