

# Leadership 4.0 Assessment by Steinbach & Partner



Leadership 4.0

## Why leadership matters?

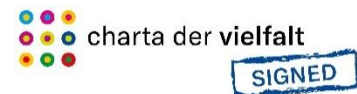
Leadership and management are two different things.

Leadership is about enabling, influencing, or motivating people to increase collective performance. It is less about “to **do** something” but more about “to **be** something”.

Example:

Managing results	---	Control to get the result
Leading results	---	Encouraging and empowering to get the result

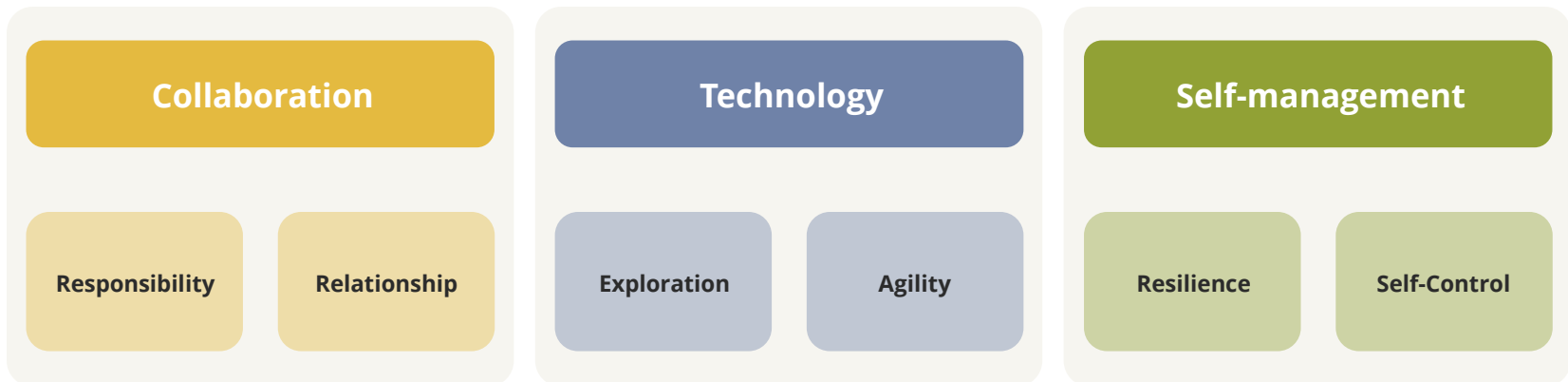
- Without great leadership, we waste a lot of talent
- An unmotivated talent is a high-tech device without power
- Diversity can be enhanced through better leadership



## Why assess Leadership 4.0?

In the constantly changing workplace 4.0, important traits of leadership are shifting. Our leadership 4.0 assessment will identify your potential for being competitive and authentic in this new working world.

Our leadership 4.0 assessment focuses on three major areas with two facets each to illustrate how and where your strengths are today and where to develop.



## Assessment Process

1

Psychometric test by Hogan™

2

Structured interview with two consultants

3

Role play of a 30 min. conversation

4

Feedback session

## Powerful interview with a psychometric test

We use 4 different Hogan assessments to generate 4 different reports on the person. Hogan Assessments are based on a five factor model and can be conducted in 47 different languages online.

1. Personality traits at their best
2. Behavior under pressure & stress
3. Motivation & Value, leadership culture
4. Leadership 4.0 strength integrated results\*



Based on this result, a structured interview will be adjusted to verify the results to identify accurate traits and strengths of the person.

\* developed by Steinbach & Partner utilizing Hogan Assessment data

## Roleplay with selected scenario by the clients

We want to see how a leader can shift their emotional state and reach the objectives.

### Benefits of our role play

1. Scenarios are customized from real situations
2. We can assess the emotional shift throughout the conversation accurately
3. Identify good and bad habits in communication to give accurate feedback
4. Cultural diversity can be added into scenarios to assess cultural sensitivity
5. We have the experience of having conducted thousands of interviews and assessments