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RADAR

RADAR - Need for Action

Important advise:

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Do not use this Excel file for your training until you have read through the associated explanations and instructions in the 'Practical Implementation' section of the enterneering.app.

In this file, you will find our implementation approach to gain the need for action regarding the elements.

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Grab your necessary inside knowledge!

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Maturity Model - EXECUTIVES

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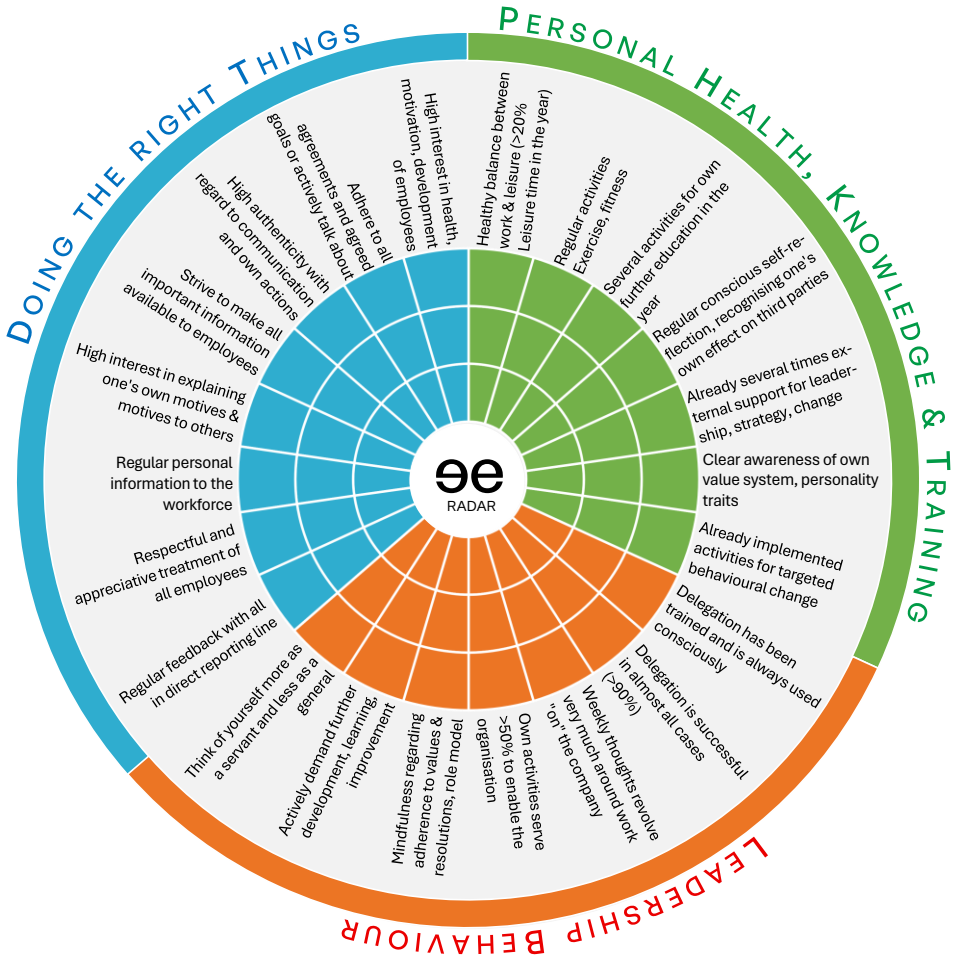

Ranking

Read the notes and explanations on sheet *START*

Score	Category	Topic	My Priority
3,0	Doing the Right Things	High interest in health, motivation, and development of employees	
3,0	Doing the Right Things	Adhere to all agreements and agreed goals or actively talk about adjustments	
3,0	Doing the Right Things	High authenticity regarding communication and own actions	
3,0	Doing the Right Things	Strive to make all important information available to employees	
3,0	Doing the Right Things	High interest in explaining one's own motives & motivations to others	
3,0	Doing the Right Things	Regular personal communication with the workforce	
3,0	Doing the Right Things	Respectful and appreciative treatment of all employees	
3,0	Doing the Right Things	Regular feedback with all in the direct reporting line	
3,0	Leadership Behaviour	Think of yourself more as a servant and less as a general	
3,0	Leadership Behaviour	Actively demand further development, learning, and improvement	
3,0	Leadership Behaviour	Mindfulness regarding adherence to values & resolutions, being a role model	
3,0	Leadership Behaviour	Own activities serve >50% to enable the organisation	
3,0	Leadership Behaviour	Weekly thoughts revolve very much around work "on" the company	
3,0	Leadership Behaviour	Delegation is successful in almost all cases (>90%)	
3,0	Leadership Behaviour	Delegation has been trained and is always used consciously	
3,0	Personal Health, Knowledge & Training	Already implemented activities for targeted behavioural change	
3,0	Personal Health, Knowledge & Training	Clear awareness of own value system, personality traits	
3,0	Personal Health, Knowledge & Training	Already had external support for leadership, strategy, change	
3,0	Personal Health, Knowledge & Training	Regular conscious self-reflection, recognising one's effect on third parties	
3,0	Personal Health, Knowledge & Training	Several activities for own further education in the year	
3,0	Personal Health, Knowledge & Training	Regular activities, exercise, fitness	
3,0	Personal Health, Knowledge & Training	A healthy balance between work & leisure (>20% Leisure time in the year)	

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Maturity Model - EXECUTIVES

Enter a rating with a score between 1.0 and 10.0. If the statement does not match at all, then 1.0, and if it matches completely, then 10.0.

Personal Health, Knowledge & Training

	Satisfaction 1=low, 10=high	Prio-Value (calculated)
I have already implemented several activities/education/training/coaching for my targeted personality development and behavioural training.	5,5	**3,0**
I have a clear awareness of my own value system and personality traits. I am well-acquainted with models and methodologies for such analyses and have already applied them to gain insights into myself.	5,5	**3,0**
I have had external support several times for measures or projects in the areas of leadership, strategy, and change.	5,5	**3,0**
Privately, I engage in regular and very conscious self-reflection. I can recognise and describe my impact on third parties.	5,5	**3,0**
I usually have several activities for my own professional development per year.	5,5	**3,0**
My fitness and physical as well as mental balance are important to me. I consistently engage in sports, exercise, and fitness.	5,5	**3,0**
I actively maintain a healthy balance between work & leisure. I am not available 24/7 and am not digitally accessible for at least 10 hours per day. I have more than 20% free time per year.	5,5	**3,0**
Maturity indicator:	**5,5**	

low *high*

Doing the Right Things

	Satisfaction 1=low, 10=high	Prio-Value (calculated)
I have and show a high interest in the health, motivation, and personal development of the staff.	5,5	**3,0**
I always actively strive to adhere to all agreements and common goals. If I fail, I always actively bring about the necessary adjustments.	5,5	**3,0**
My environment and the staff confirm my high authenticity about my communication and my actions.	5,5	**3,0**
I strive to make all important information accessible to the staff, and this can be proven by concrete examples.	5,5	**3,0**
I always show a high level of interest in explaining my own motives and motivations to other people involved in a comprehensible way.	5,5	**3,0**
I regularly communicate personally with the staff and I share important information.	5,5	**3,0**

Respectful and appreciative interaction with and among all staff members is very important to me and is non-negotiable.	5,5	**3,0**
I maintain regular feedback with all those in a direct reporting line with me. I also ensure that there is a professional feedback culture in the company.	5,5	**3,0**
Maturity indicator:	**5,5**	

low *high*

Leadership Behaviour	Satisfaction 1=low, 10=high	Prio-Value (calculated)
I see myself more as a servant and less as a leader in the company. A very large part of my activities revolves around supporting others.	5,5	**3,0**
I actively promote continuous further development, learning, and improvement throughout the organisation, and take pleasure in facilitating this.	5,5	**3,0**
I develop an intrinsic (self-motivated) mindfulness regarding adherence to values and resolutions in the organisation. I consider myself an active role model in this regard.	5,5	**3,0**
More than 50% of my activities empower the organisation and/or the people working in it, which is a very good thing according to my opinion.	5,5	**3,0**
My weekly thoughts, simulated activities, and emotional preparations primarily focus on working "on" the organisation.	5,5	**3,0**
I take a very consistent and situational/person-centred approach to delegation. My delegation is successful in almost all cases (>90%).	5,5	**3,0**
I have trained myself in delegation and encourage this development in other managers. I always pay attention to a conscious application.	5,5	**3,0**
Maturity indicator:	**5,5**	

low *high*

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