



The *Organizational Leadership Assessment (OLA)*

measures six characteristics of organizational and leadership practice that are critical to optimal organizational health and determine an organization's **Power Level**. The *OLA* also measures the **Perception Match** of the workforce and leadership concerning the organization's health. These six areas characterize organizations that provide authentic and shared leadership, empowered workers and a community of people who work effectively together to fulfill the organization's mission. The six characteristics are listed and expanded below.



In Your Organization, the Six Characteristics Ranked Highest to Lowest...

- 1 **Share Leadership** ⇒ By creating a shared vision and sharing decision-making power, status and privilege at all levels of the organization
- 2 **Build Community** ⇒ By building strong relationships, working collaboratively and valuing individual differences
- 3 **Value People** ⇒ By listening receptively, serving the needs of others first and trusting in people
- 4 **Display Authenticity** ⇒ By integrity and trust, openness and accountability and a willingness to learn from others
- 5 **Develop People** ⇒ By providing opportunities for learning, modeling appropriate behavior and building up others through encouragement
- 6 **Provide Leadership** ⇒ By envisioning the future, taking initiative and clarifying goals

The following reports will provide you with an understanding of how your organization and leadership are perceived by those within the organization (top leadership, management and the workforce).