



# Co-leadership assessment(s)

## Goals and benefits

When two people perform a joint leadership function and share responsibility, this brings many advantages, but also harbours risks. An assessment with both co-leaders provides information about their compatibility and delivers a well-founded evaluation of the probability of success of the two co-leaders in the target function. We focus on identifying the key **personality factors** for successful co-leadership. Using specific procedures, we examine the **compatibility of the values and goals of both co-leaders** as well as their ability to **work together effectively** and in a spirit of trust. We also map the **leadership styles, complementary competences and adaptability**.

In our co-leadership assessments, both co-leaders complete an individual assessment with a joint part on the same day. The reflection segments integrated during the assessment provide important information on the opportunities and risks of co-leadership. We also conduct a detailed feedback session to discuss the results – either individually or together with both co-leaders. If desired, this can be followed up with focus coaching or coaching.

## Methods and contents

The two parallel co-leadership assessments are carried out by experienced senior consultants. Each dimension to be assessed is evaluated several times using various procedures and exercises.

In addition to a detailed biographical interview focussing on co-leadership, the following simulations are implemented, which are systematically evaluated according to defined criteria:

- Challenging management discussion
- Negotiation situation at lateral level
- Function-specific case study with presentation including the topic of co-leadership (jointly prepared and presented)

Personality tests, procedures on problem-solving and management skills as well as feedback sequences with self-reflection and daily feedback round off the two assessments and facilitate a holistic and differentiated evaluation.

mpw fulfils the quality standards of the Swiss Assessment Association and the Swiss Association for Quality and Management Systems SQS.

## Customised and flexible

We offer tailor-made solutions and arrange the dimensions to be assessed as well as the exercise mix in agreement with the client, depending on the specific issue. They have the option to participate as observers in the behavioural part of the assessment in order to better understand the results of the potential assessment. We highly value professional, quick and flexible processing. Co-leadership assessments can usually be carried out within ten days of order placement and the written report is available within a week. Upon request, we offer verbal feedback the day after the assessment.

## Face to face or remote

We conduct co-leadership assessments on our premises or remote. A combination of online sequences and on-site implementation is also possible and allows for very flexible organisation and adaptation to the needs of the client.

## Languages

German, English, French, Italian