

TO ENSURE EFFECTIVENESS IN THEIR PROGRAMMES, THE COMPASSIONATE LEADERSHIP ACADEMY HAS DEVELOPED CLA INSIGHTS, IN PARTNERSHIP WITH THE BEHAVIOURAL SCIENCE AND CULTURAL ANALYTICS EXPERTS MINDALPHA.

MINDALPHA

The MindAlpha team has over 30 years' experience building measurement tools and predictive models for complex issues such as human behaviour. They specialise in creating organisational diagnostics using a combination of behavioural science and data science, which allow users to measure the impact of a transformation programme and tailor it for optimal results.

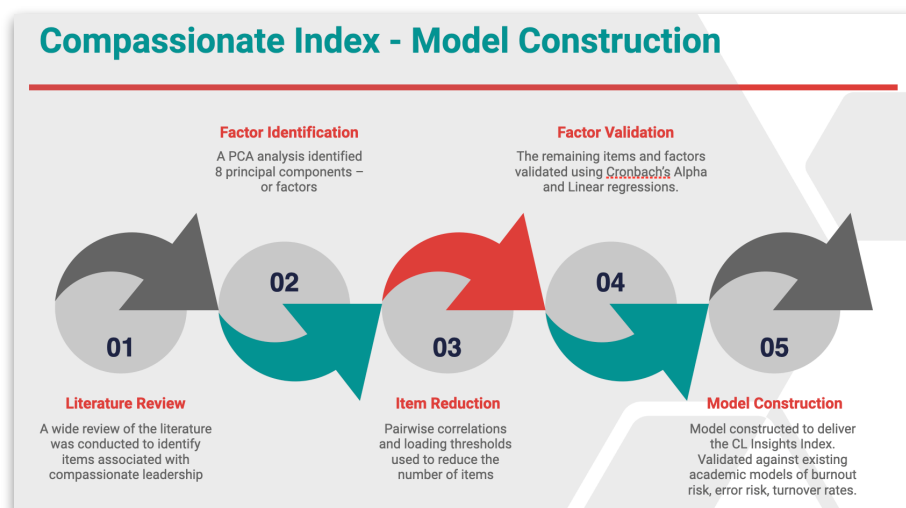
MindAlpha specialises in developing techniques which operationalise hard to measure concepts such as wellbeing, psychological safety and inclusion. This is done by identifying specific, observable behavioural patterns that predict these factors which are so important for performance and well-being

CLA INSIGHTS

CLA Insights accurately measures the core components of Compassionate Leadership and has been carefully validated using sophisticated statistical techniques and significant data samples.

Specific observable behaviours which characterise the Compassionate Leader are measured and mapped, allowing facilitators, participants and management teams to see exactly where progress is being made, where further support is required and the existing behavioural patterns which are impeding progress.

CLA Insights will allow the programme leaders to baseline the existing culture and monitor how this develops and improves throughout the CLA journey.



HOW IT WORKS

- Insight responses are collected via a ten-minute survey built into the CLA Digital online course at modules 0, 9, 20 and 27.
- Results are delivered in a detailed report which can be accessed by an interactive dashboard, allowing programme leaders to view the impact in real-time across a wide variety of demographics.

COMPASSIONATE FACTORS - THE CLA CODE

Personal Domain | Other's Domain | Team Domain

1. **I am Aware** – I am conscious of myself, others, and how situations influence our feelings and actions.
2. **I am Humble** – I acknowledge my strengths and weaknesses and can show vulnerability and admit my errors.
3. **I live my Principles** – I consistently embody the values I advocate in my actions and words and hold others accountable to our shared values.
4. **I Enable others** – I provide others with the tools and opportunities to be their best selves and fulfil their aspirations.
5. **I Empower others** – I inspire others to believe they can reach their potential and achieve their goals.
6. **I Support unconditionally** – I stand by others in tough times, offer the benefit of the doubt, and forgive sincere mistakes.
7. **We are stronger Together** – I know that teamwork and collaboration lighten the load for all and bring about better results.
8. **I share Generously** – I willingly give my knowledge, time, and experience, and I am abundant in gratitude and recognition.
9. **I Include everyone** – I want the best input from everyone in order to generate the best outcome

COMPASSIONATE BLOCKERS

1. **Authoritarianism** - process and system constraints
2. **Expediency** - time and resource constraints
3. **Over-Confidence** - tendency to over-promise
4. **Lack of Psychological Safety** - fear of speaking up or challenging
5. **Individualism** - failure to delegate and collaborate