

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 & CLA

- MindAlpha specialises in organisational diagnostics using a combination of behavioural science and data science – allowing users to measure the impact of a programme and tailor it for optimal results.
- MindAlpha’s team has over 30 years experience building predictive models and advanced evaluation metrics for complex issues.
- MindAlpha specialises in models which operationalise hard to measure concepts such as wellbeing, psychological safety and inclusion. This is done by identifying specific, observable behaviours which predict these factors.
- CLA Insights accurately measures the core components of Compassionate Leadership and has been tested for construct and content validity. Using sophisticated methodology and based on rigorous statistical techniques and validated on 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 and where further support is required.
- CLA Insights will allow the programme leaders to baseline the existing culture and allow the programme to develop and improve with great agility – ensuring that the cultural journey is complete.

HOW IT WORKS

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



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