

Executive Summary

The analysis of the scores reveals significant insights into the organisation's managerial leadership practices. The overall score of 3.03 indicates a medium level of effectiveness, with room for improvement across several domains. Notably, the Manager's Accountability and Authority scores are below 3, highlighting potential challenges in ensuring managers have the necessary authority and accountability to drive team performance effectively. The Managerial Leadership Practices score of 3.17 suggests that while there are some strengths, there is a need for enhanced leadership development and support. The Effectiveness of the Manager Once Removed is also at a medium level, indicating that strategic oversight and support could be improved to better align with organisational goals. Areas of strength include Direct Report's Authority and Accountability, suggesting that employees feel empowered to some extent in their roles. However, Role Clarity remains a concern with a score of 2.93, pointing to potential confusion in roles and responsibilities. To enhance organisational capability in executing its strategic plan, it is crucial to address these areas, focusing on improving managerial authority, accountability, and role clarity.

Priorities

- 1. Manager's Authority:** Enhancing managerial authority is critical to empower decision-making and strategic execution. Addressing this will enable managers to lead more effectively and align team efforts with organisational goals.
- 2. Role Clarity:** Improving role clarity is essential to eliminate confusion and ensure that employees understand their responsibilities and contributions to the organisation's success.
- 3. Managerial Leadership Practices:** Developing leadership practices is vital to enhance managers' ability to provide feedback, coaching, and support, fostering a culture of continuous improvement.
- 4. Accountability Manager Once Removed:** Strengthening oversight and support mechanisms for subordinate managers will ensure alignment with organisational objectives and improve strategic execution.