LeadershipTeam Map
Business case

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The LeadershipTeam Map® is a value creation methodology that translates alignment into actionable business decisions.

It combines confidential interviews, data, and psychometrical elements – statistically validated with hundreds of Leadership Team respondents from European SMEs and large corporates –.

Assessing the ability of the Leadership Team to create value, the **LeadershipTeam Map®** focuses on the Leadership Team as a whole and it does not measure aspects of anyone's personality or skills.

01   It aligns Leadership Team members
02   It aligns Leadership Team and Board
03   It identifies the most sensitive levers of value creation
04   It spots what the Leadership Team urgently needs to talk about

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Client, context and workflow

Short description	• A leading global player in the luxury supercar automotive industry • > 1700 FTEs • Part of a publicly listed international automotive group • Present in more than 70 markets internationally • > EUR 1.2bn revenues

Challenges and ambitions	• Monitor the Leadership Team functioning, in the light of the new shareholder group and the global pandemic • Promote and deliver the new era • Identify and align on the execution strategies • Coherently transform the business approach

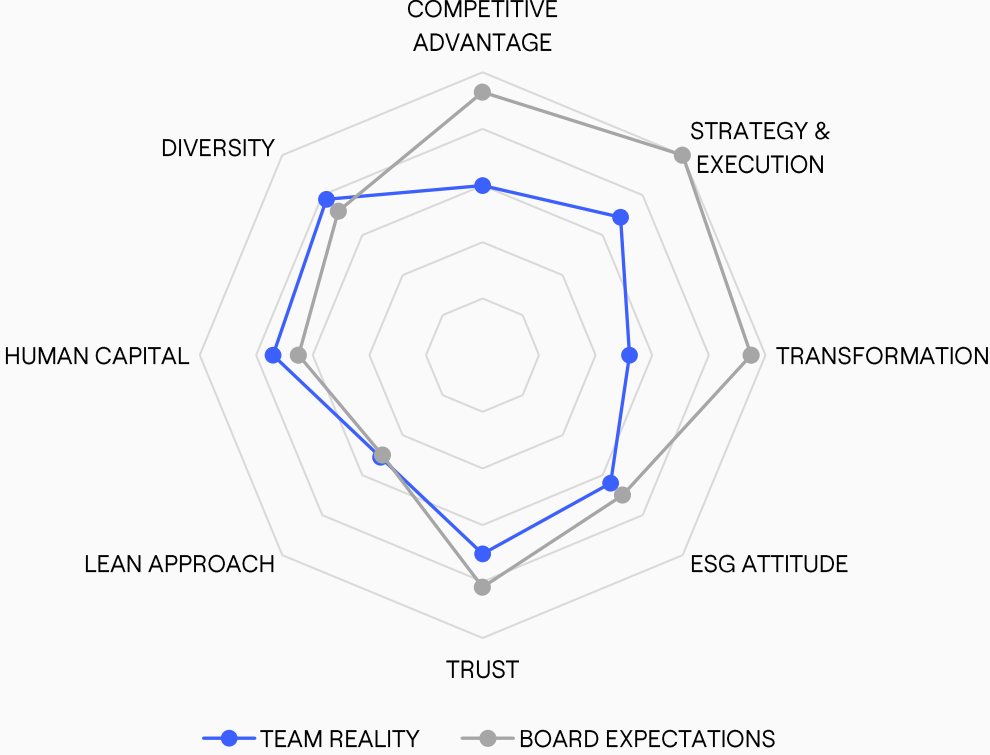Board member(s) and CEO intake — LeadershipTeam Map® — 1-to-1 interviews — Debrief with Board member(s) and CEO — Intervention with Leadership Team

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Enablers of value creation

COMPETITIVE ADVANTAGE
STRATEGY & EXECUTION
TRANSFORMATION
ESG ATTITUDE
TRUST
LEAN APPROACH
HUMAN CAPITAL
DIVERSITY

—●— TEAM REALITY   —●— TEAM EXPECTATIONS

Team reality vs team expectations
The chart shows the gaps between team reality and team expectations in terms of enablers of value creation

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—●— TEAM REALITY   —●— BOARD EXPECTATIONS

**Team reality vs Board expectations**
The chart shows the gaps between team reality and Board expectations in terms of enablers of value creation.

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Zoom on: Competitive Advantage

Zoom on **one of the most sensitive enablers of value creation** for the Leadership Team. The charts show the levers (subscales) composition of the cluster

COMPETITIVE ADVANTAGE: The focus of the Leadership Team and the Organization on the **core differentiating factors**
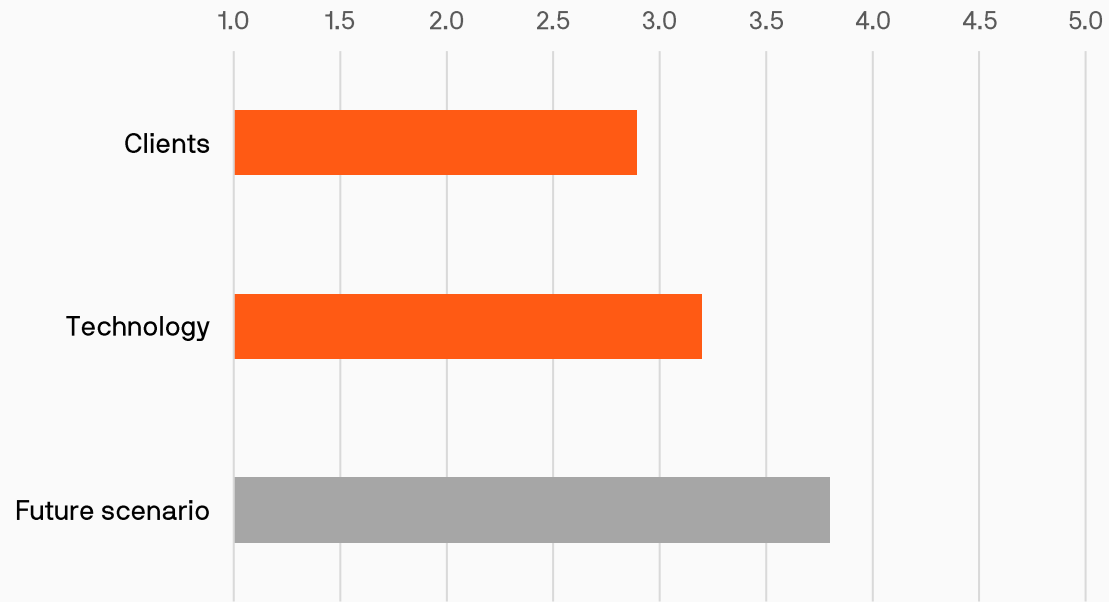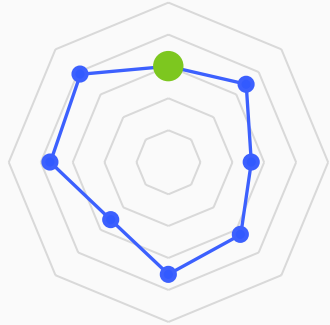
Clients: Level of clarity and alignment among Leadership Team members on the clients' most important needs and objectives
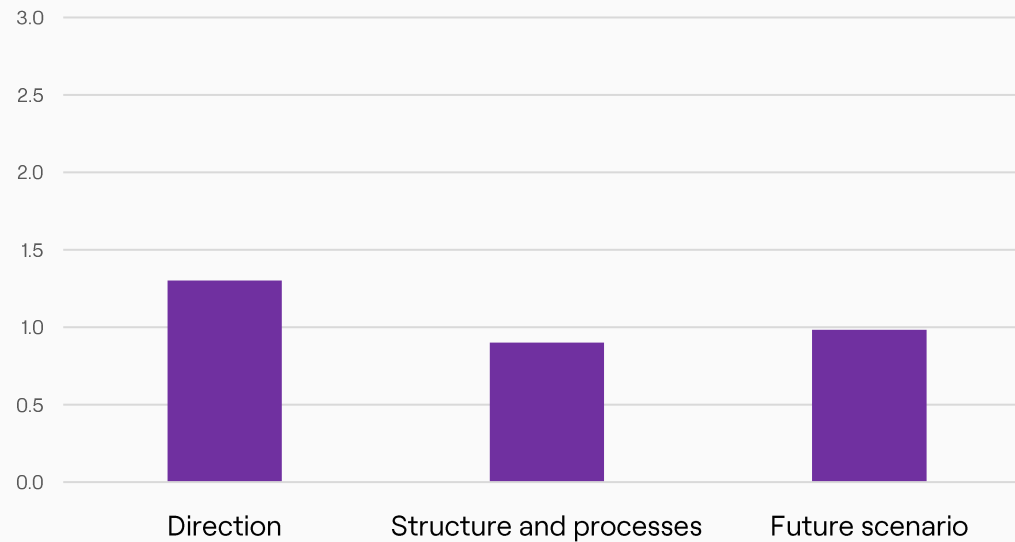
Technology: The Leadership Team's view on the level of technological competences and resources within the organization

In orange, the sensitive levers

Analysis of perceptions

MISALIGNMENTS
divergent perception of reality

Direction: Level of clarity and alignment among Leadership Team members on what the organization will look like in 3-5 years

Structure and processes: The Leadership Team's view on the consistency and effectiveness of the company's processes and organizational design

Future scenario: The Leadership Team's ability to forecast and imagine future scenarios for the organization

The chart shows the levers with the highest degree of **dispersion** in term of team's perception. When there is a polarization of member's perception, the variance is high

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Intervention

Combining insights of the LeadershipTeam Map® with 1-to1 interviews, LTx facilitated a 2-days workshop with the following **urgent conversations** for the Leadership Team:

Recommended conversations:

- What is a good balance between the client's needs and the treatment of the brand as luxury?

- What does "client-centric" mean for you? How can you be client-centric and have a pull approach at the same time?

- What changes in terms of organizational structure would allow a more client-centric approach?

Output of the conversations:

The Leadership Team recognized its apparent **paradox**: delivering good execution and short-term results while enabling the transformation and repositioning the brand as a luxury one. The simple **acknowledgment of this paradox** lowered all internal tensions.

They launched a working table to match all **KPIs** with the new luxury strategy.

They confirmed and started the implementation of a working table to implement a more **cross-functional structure** among teams.

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Thanks!