

The Evalex Leadership Evolution and Accelerator (Elea)



With over 40 years of industry experience, Evalex delivers extensive assessment, talent management and, leadership development solutions to identify and realise people potential. We are pioneers in using Artificial Intelligence (AI) in our systems, data, and research, and we have used this expertise and a strong client partnering focus to develop our solutions. These solutions integrate into an ecosystem that provides our clients with reliable and valid information to enable sound talent decision-making.

Introducing Elea

The purpose of Elea is to help individuals evolve on their leadership journey and assist with the acceleration of personal development. Elea presents a groundbreaking new leadership framework and assessment approach for leading in this modern, increasingly complex, and digital age.

The Elea programme is indeed unique in that it does not promote outdated management concepts, detached from reality and existing only in textbooks. It presents the latest and most relevant insights into leadership functioning within a business context, highly applicable today and based on the reality of what leaders are actually doing (practical), not what they should be doing (theoretical).

Elea is a cloud-based, AI-driven leadership development program that enables leaders to engage in an interactive, AI-enabled online development centre to identify their leadership strengths and areas for improvement. The program then involves leaders in online development interventions, allowing them to continuously reassess their progress in the identified areas to ensure ongoing development.

The Elea Assessment Methodology

Evalex used Artificial Intelligence to analyse the behavioural responses of 15,000 leaders who completed our leadership simulations. The database consists of 33 million words, and leadership participants from more than 35 countries and 500 companies across a range of industries who dealt with 16-24 business scenarios, situations and challenges. The database also contains equal race, gender, and age representation.

AI enabled us to investigate and analyse the behaviours, competencies, thought processes, and styles that leaders engage in or utilize to deal with business situations, issues, and challenges, revealing 46 behavioral themes. We identified and defined 13 Domains and 38 competencies, which are part of the Elea Leadership Framework—a truly scientific derivative of the competencies leaders employ to navigate the complexities of our modern business world.

The result is an empirical framework built from the ground up, based on what leaders actually do when faced with real-world situations and challenges, unlike most frameworks that are formulated in focus groups, relying on theoretical views and opinions about the competencies leaders in an organization should possess.

Technology used

Artificial Intelligence has been a part of our lives for quite a while, but it has only recently reached a tipping point where it is seriously considered in the behavioral sciences. At Evalex, we chose one of

Thought

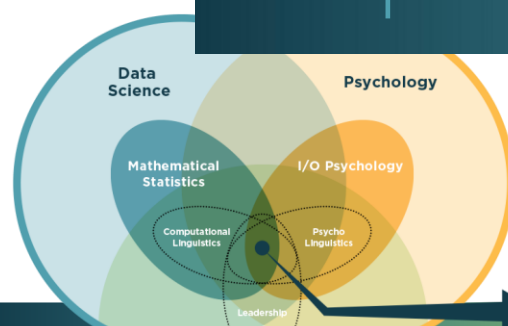
- Business Acumen
- Strategic Thinking
- Sourcing & Investigating
- Contemplating
- Enabling Solutions
- Performance Intensity

Delivery

- Making Decisions
- Initiating
- Operating & Executing
- Organising & Arranging

People

- Understanding Emotions
- Communication & Collaborating
- Motivating & Inspiring



The Evalex Leadership Evolution and Accelerator (Elea)



the foremost software approaches to apply AI to the development of leadership potential.

The AI solutions we have created were built from a uniquely advantageous space where Data Science, Mathematics, Organizational Psychology, Psychometrics, and Computational Linguistics intersect to form a powerful engine that activates all the algorithms needed for our research and to fuel our assessment and development engines.

The Evolution and Acceleration Process

1. Initial Diagnostic Phase

Elea provides a quick, easy, and efficient setup that allows participants to complete the process online at their own pace. During the initial diagnostic phase of Elea, participants are required to deal with 3-5 key leadership situations, such as Operations, Staff, Client, Sales, or Financial Management Scenarios. Once they have completed the diagnostic phase, the AI engine will analyse their results and compare them with more than 12,000 other leaders from over 500 organisations and across more than 50 countries.

2. Learning and Development Phase

Upon completing the initial diagnostic phase, the participant will receive immediate access to our cutting-edge online digital development portal. The portal enables the participant to actively engage with and explore their diagnostic information to create a personalized development plan that includes their strengths, areas for development, and learning interventions. This learning phase allows the participant to cultivate a new set of behavioral habits through carefully curated articles, video clips, and training courses while providing the opportunity to identify subject matter specialists for discussions on relevant topics.

3. Second Diagnostic Phase

Using a 'do, learn, do, learn, do learn' methodology, the system provides participants with an opportunity to complete Elea a second time with an alternative set of business issues. Upon completion of this phase, participants can again access their digital development report, which allows them to compare the outcomes of their first diagnostic phase against their second diagnostic phase to find out how they have progressed and further developed relevant areas.

4. Second Learning and Development Phase and Ongoing Development

The participant's updated development plan will now indicate how the participant has progressed and identify the areas that still require focus and development. Elea then allows for a third diagnostic iteration and a repetition of the learning and development process to embed learning and ensure acceleration.

The Benefits of Elea



Real World - The business challenges and content presented in the assessment have been extensively researched to reflect the

The Evalex Leadership Evolution and Accelerator (Elea)



real issues that leaders in most organisations need to address; Elea introduces a groundbreaking new Leadership framework for the digital age - the Elea Leadership Framework is a truly scientific derivative of the competencies that leaders engage in to navigate situations in our modern business world;

- ✦ Ai Scored – offers immediate feedback on results as well as consistency and reliability of scoring;
- ✦ Development Interventions – Carefully curated and customisable development actions for each competence; Experiential Learning - Development Center process: do, learn, do, learn, do, learn;
- ✦ Powerful analytics at both individual and organizational levels for talent management;
- ✦ Engaging candidate experience - Gamification and simulated situations create an immersive experience, allowing participants to complete at their own pace;
- ✦ Powerful interactive digital development portal – an online portal that enables participants to engage with their assessment results actively, benchmark themselves against various leadership levels and positions, and build a personalised development plan based on strengths and areas for development;
- ✦ Scalability – no human assessors or trainers are required, allowing for quick deployment and a cloud-based solution;
- ✦ Mapping - can be mapped to almost any organisational competence framework.

Target Population

Elea targets key middle to senior managers in organisations, specialists with leadership potential, and high-potential junior managers seeking a unique accelerated development opportunity. If you would like to explore the next frontier in leadership development, please feel free to contact us for a discussion.



For more information, please contact us on enquiries@evalex.com