

AI Leadership Development

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's potential. We are pioneers in the use of Artificial Intelligence (AI) in our systems, data, and research and we have used this expertise, along with a strong client partnering focus to develop our solutions. These solutions integrate in 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 to assist with the acceleration of personal development. Elea presents a groundbreaking new leadership framework and assessment approach, for leading in this modern and increasingly complex and digital age.

The Elea programme is indeed unique in that it does not put across outdated management concepts, removed from reality and which only exist in textbooks. It puts across the latest and freshest observations of leadership functioning within a business context, highly relevant to today, and based on the reality of what leaders are actually doing (practical), not what they should be doing (theoretical).

Elea is essentially a cloud-based and AI-driven leadership development programme. The programme enables leaders to participate in an engaging and interactive AI-enabled, online development centre to identify leadership strengths and development areas. The programme then engages leaders in online development interventions and allows them to reassess progress against development areas on a continuous basis to ensure ongoing development.

The Evolution and Acceleration Process



Initial Diagnostic Phase

Elea provides for quick, easy and efficient set-up which allows participants to complete the process online at their own pace. During the initial diagnostic phase of Elea, the participant is 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.

Learning and Development Phase

Upon completion of the initial diagnostic phase, the participant will receive immediate access to our cutting-edge online digital development portal. The portal allows the participant to proactively engage with and explore their diagnostic information to build a personalised development plan which includes their strengths, development areas and learning interventions. This learning phase allows the participant to develop a new set of behavioural habits based on carefully curated articles, video clips, training courses and the opportunity to identify subject matter specialists to discuss relevant areas with.

Second Diagnostic Phase

Using a 'do, learn, do, learn, do learn' methodology, the system then 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.

Second Learning and Development Phase and Ongoing Development

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

Benefits

- Real World - Business challenges and content presented in the assessment have been extensively researched to represent the real business issues that leaders in most organisations need to deal with;
- Elea presents a ground-breaking new Leadership framework for the digital age - the Elea Leadership Framework is a truly scientific derivative of competencies that leaders engage in to deal with situations in our modern business world;
- Ai Scored – means 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 individual and organisational level for talent management;
- Engaging candidate experience - Gamification and Simulated situations creates immersive experience
- and participants can complete at their own pace;
- Powerful interactive digital development portal – an online development portal that allows
- participants to proactively engage with their assessment results, benchmark themselves against various leadership levels and positions, and build a personalised development plan based on strengths and development areas;
- Scalability – No human assessors and trainers required, quick to deploy, Cloud based;
- Mapping - Can be mapped to almost any organisational competence framework;

Target Audience

- Senior managers
- Specialists with a leadership inclination
- High-potential junior managers requiring exposure to a unique accelerated development opportunity.

Packages

Elea 1

- Diagnostic and Learning and Development Phase
- Diagnostic phase
- Learning and development phase

Elea 2

- First diagnostic phase
- Learning and development phase
- Second diagnostic phase
- Second learning and development phase

Elea 3

- First diagnostic phase
- Learning and development phase
- Second diagnostic phase
- Third diagnostic phase
- Third learning and development phase