

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

MindAlpha's team has over 30 years experience building predictive models and advanced evaluation metrics for complex issues and 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.

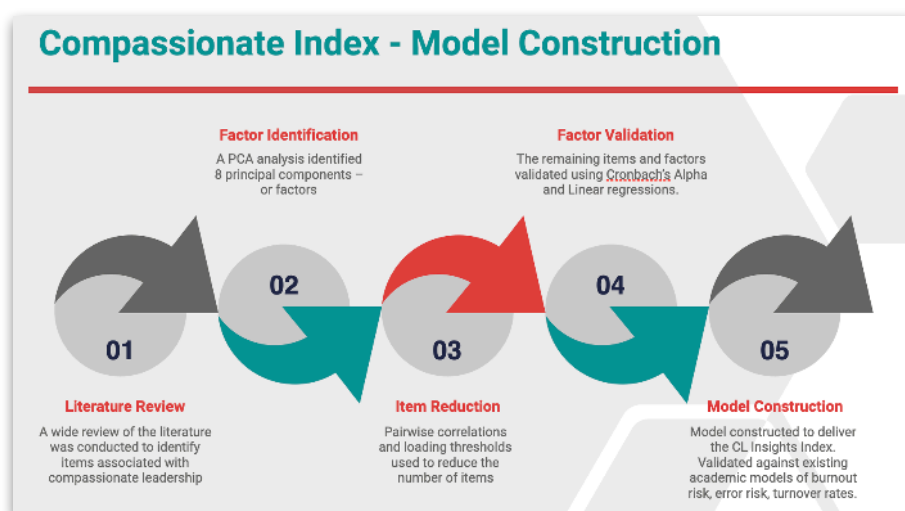
MindAlpha specialises in models which operationalise hard to measure concepts such as wellbeing, psychological safety and inclusion. This is done by identifying specific, observable behaviours which predict these factors that are related to performance and well-being.

CLA INSIGHTS

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 monitor how this develops and improves throughout the CLA journey



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HOW IT WORKS

- Insight responses are collected via a ten-minute survey built into the CLA Digital online course at modules 0, 9, 20 and 27.
- 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.

COMPASSIONATE FACTORS - THE CLA CODE

1. **I am Aware** – I am conscious of myself, others, and how situations influence our feelings and actions.
2. **We are stronger Together** – I know that teamwork and collaboration lighten the load for all and bring about better results.
3. **I Empower others** – I inspire others to believe they can reach their potential and achieve their goals.
4. **I Enable others** – I provide others with the tools and opportunities to be their best selves and fulfil their aspirations.
5. **I share Generously** – I willingly give my knowledge, time, and experience, and I am abundant in gratitude and recognition.
6. **I am Humble** – I acknowledge my strengths and weaknesses and can show vulnerability and admit my errors.
7. **I live my Principles** – I consistently embody the values I advocate in my actions and words and hold others accountable to our shared values.
8. **I Support unconditionally** – I stand by others in tough times, offer the benefit of the doubt, and forgive sincere mistakes.

COMPASSIONATE BLOCKERS

- **Authoritarianism** - process and system constraints
- **Expediency** - time and resource constraints
- **Over-Confidence** - tendency to over-promise
- **Lack of Psychological Safety** - fear of speaking up or challenging
- **Individualism** - failure to delegate and collaborate



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