

Enabling Environment Assessment Tool

USE OUR ENABLING ENVIRONMENT ASSESSMENT TOOL TO ASSESS THE QUALITY OF YOUR PUBLIC SECTOR LEADERSHIP ENVIRONMENT

The Enabling Environment for leadership development addresses the context in which leaders learn new behaviours and enhance their capacity to lead. The application of individual learning and the transfer of that learning to others in the organisation are dependent upon the context in which the learner works. A learner might have developed tremendous insights, new behaviours and enhanced capacity to lead but for that learning to be sustainable, the organisation's Human Resource Management (HRM) policies and practices, governance and accountability frameworks and practices, and organisational (or national) culture should be aligned to encourage the exercise and transfer of leadership capacity.

Cognisant of the fact that the realities of one's work environment have a significant impact on a leader's ability to apply lessons learnt, an **Action Research Roundtable Research Project** was commissioned between 2017-2018, with a specific focus on empirically examining the enabling environment in public sector organisations and regional institutions across the Caribbean. The main purpose of the research was to ascertain the extent to which Caribbean public-sector organisations and regional institutions have organisational environments that are engendering transformational leadership.

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Based on this **research**, an **Enabling Environment Assessment Tool** was developed to assess the organisational environment factors within Caribbean public sector and regional institutions that enable the practice and development of leadership. This multi-rater assessment tool:

- Identifies the extent to which your organisation's or division's organisational environment is enabling an autocratic, transactional or transformational style of leadership, through its analysis of responses to 117 statements focused on the extent to which:
 - Purpose-driven leadership is inspired and fostered
 - Leadership skills and capacity for action is developed

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- Various resources, processes, policies, systems and data exist to support the achievement of results
- Collaboration is encouraged through effective teamwork, networking, and people mobilisation
- Is administered online
- Generates an interpretative report that highlights the strengths and areas for development in the various areas of the organisation's or division's enabling environment for leadership development and practice.

Model of an Enabling Environment for Transformational Leaders



The **Enabling Environment Toolkit** was also developed, which provides a wide range of strategies and actions to help take public-sector organisations and regional institutions to a higher level in enabling transformation leaders (see www.clptoolkit.org for details).

Cost: USD\$1,500.00

For further information on how to access our Enabling Environment Assessment Tool, contact us at caricad@caricad.net or 1 (246) 427-8535.