



LEADERSHIP IN THE DIGITAL ERA

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A DYNAMIC LEADERSHIP CULTURE IN THE DIGITAL AGE

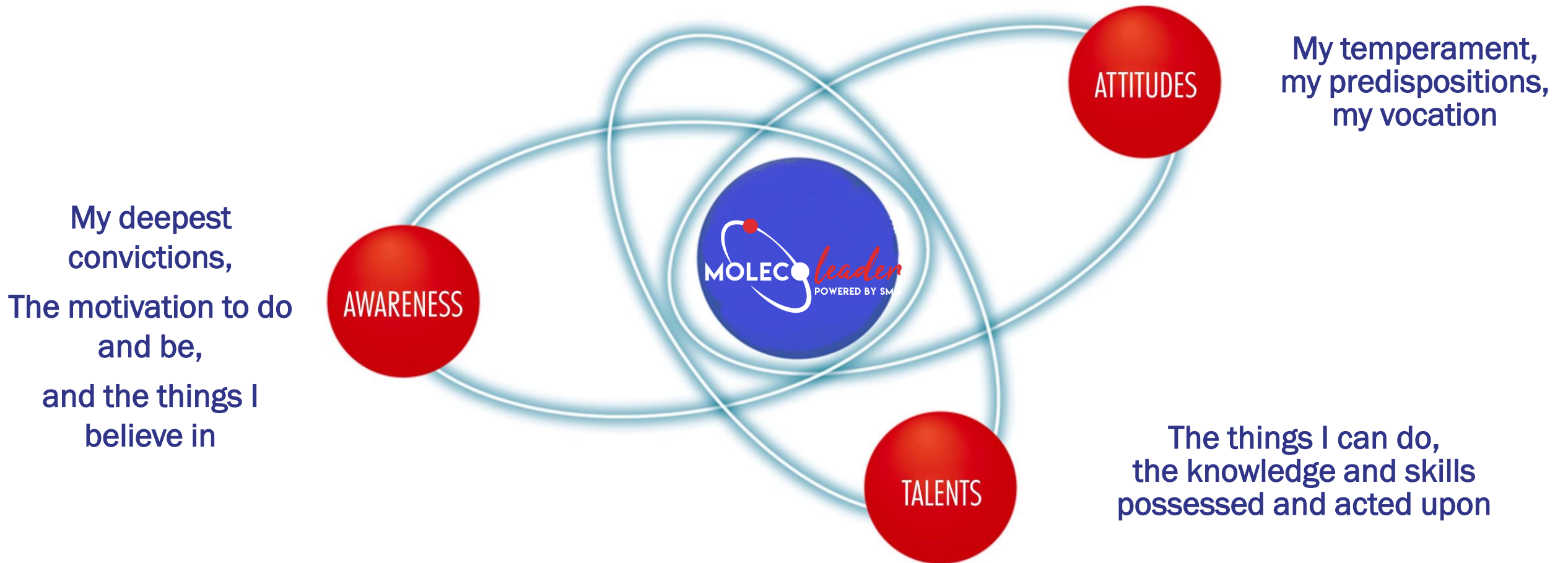


MolecoLeader® is the "leadership culture" to effectively manage the impact of digital transformation!

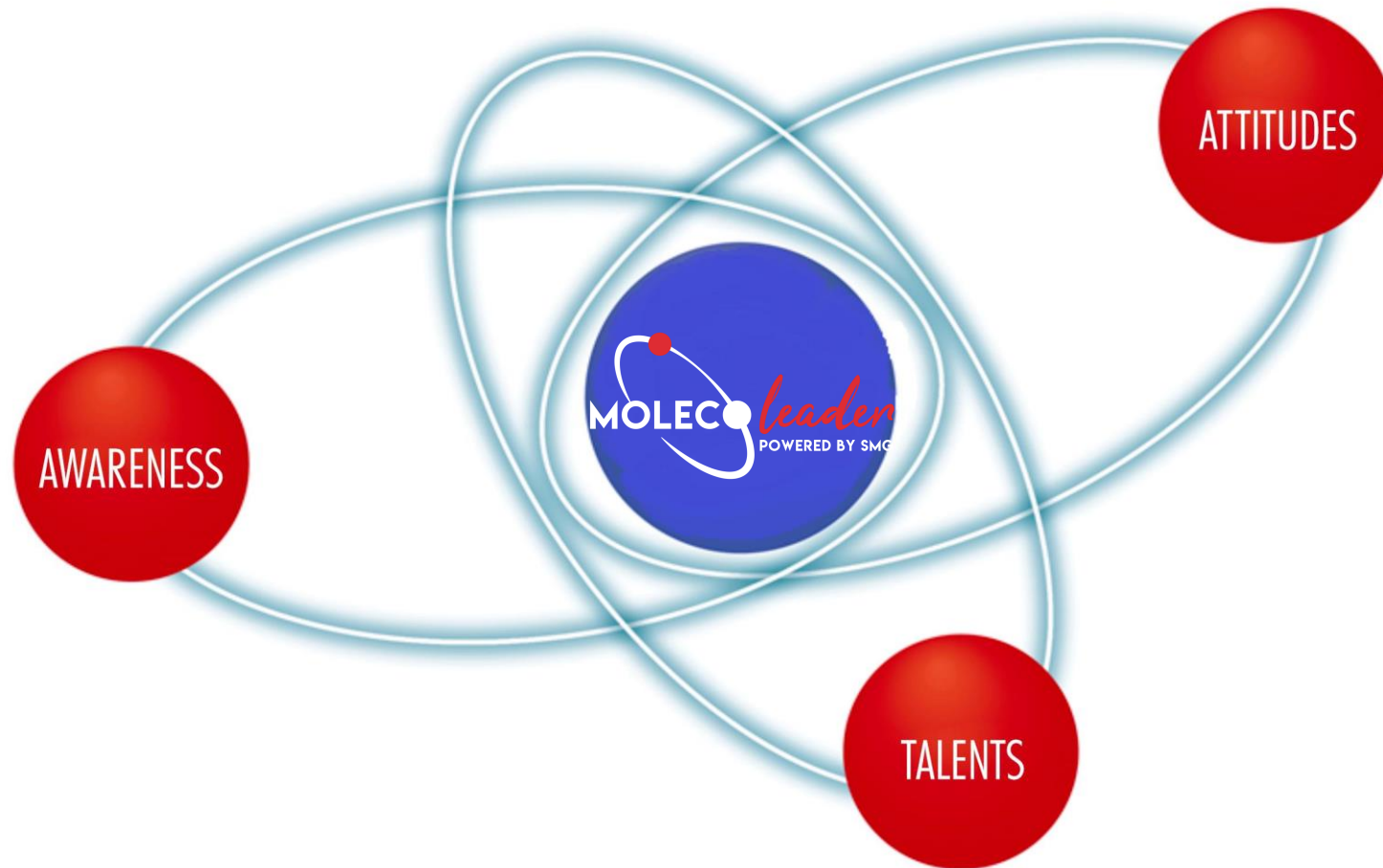
It is an instrument to measure, in self and hetero evaluation, how much leaders and companies are "molecular".

The ultimate goal is to **train leaders** to meet the challenges of the new digital age by leading cohesive and motivated teams.

THE MOLECULAR LEADERSHIP



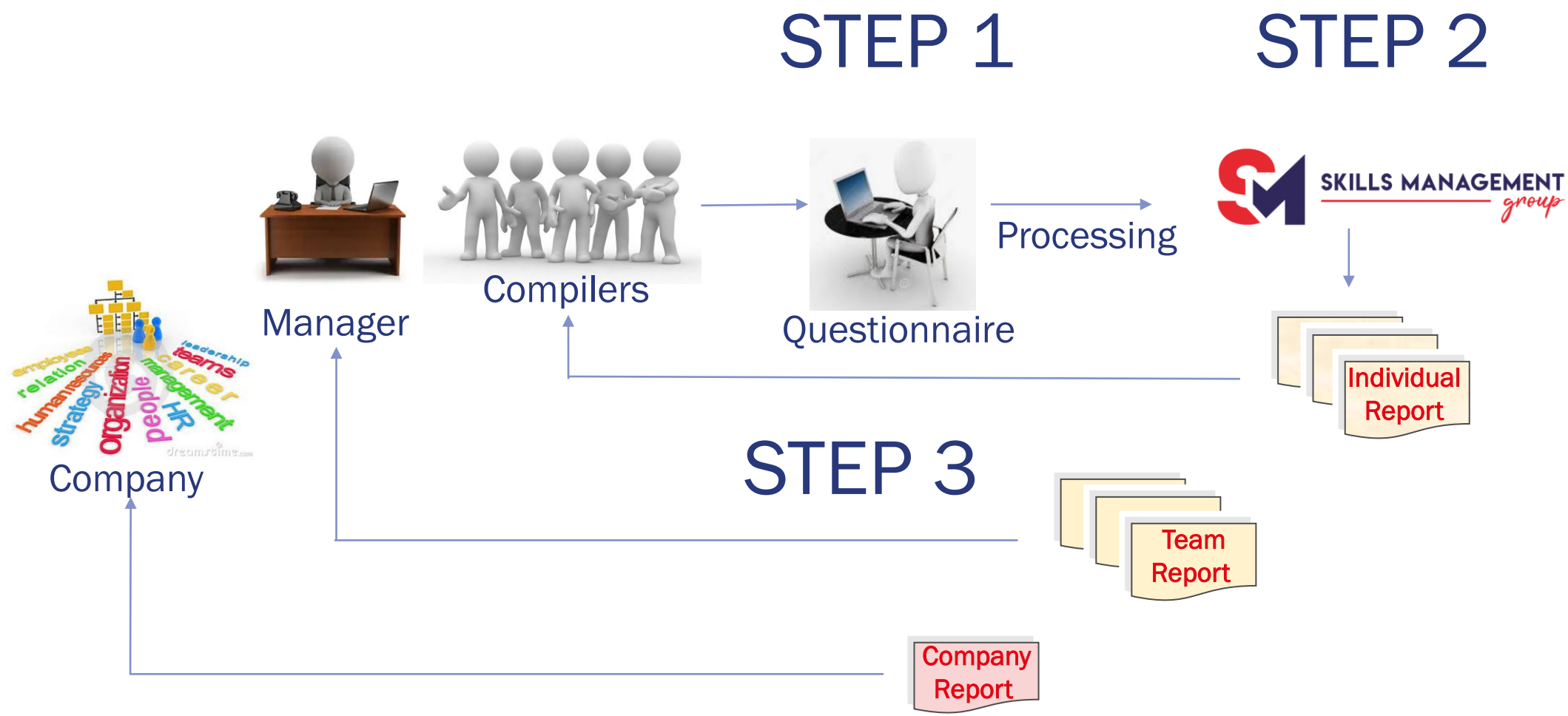
THE MOLECULAR LEADERSHIP



The **3 features** of the model are divided into 20 analysis sizes, mapped by **60 questions** in an online questionnaire

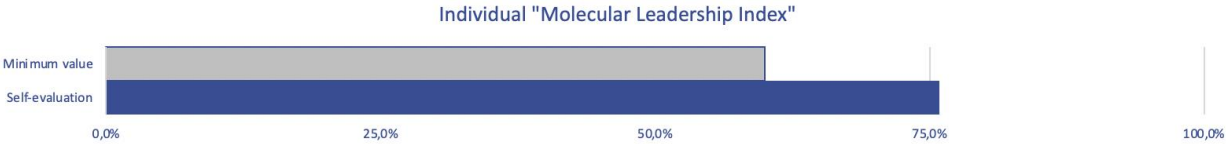
By filling it out, you get a profiling of the individual, team or company leadership culture

THE PROCESS



THE PRODUCT OUTPUT: THE INDIVIDUAL PROFILE

	Self-evaluation	Minimum value	Delta
Individual "Molecular Leadership Index"	75,9%	60%	15,9%



The individual "Molecular Leadership" index is the average weighted according to the percentages indicated in the 3 analysis clusters: Awareness, Attitudes and Talents.

The meaning of the percentage of Molecular Leadership achieved is indicated below:

Complete	>90% ≤ 100%
To consolidate	> 60% ≤90%
To develop	>40% ≤60%
Not sufficient	≤ 40%

Individual "Molecular Leadership Index"" - Analysis Per Cluster

	Self-evaluation	Minimum value	Delta
Awarenes	77,2%	60%	17,2%
Attitudes	78,9%	60%	18,9%
Talents	69,4%	60%	9,4%

	Peso
Awareness: Deep convictions, motivations for doing and being, the things I believe in.	40%
Attitudes: My temperament, my predispositions, my vocation	35%
Talents: Things I can do, knowledge and skills possessed and acted upon	25%
	100%



THE PRODUCT OUTPUT: THE TEAM PROFILE

Total Respondents 4

Degree of Molecoleadership	Intervals of Molecoleadership	Total Distrubution		Distribution per Cluster					
		Individual index of "Molecular Leadership"		Awareness		Attitudes		Talents	
		Compilers	%	Compilers	%	Compilers	%	Compilers	%
Complete	>90% ≤ 100%	2	50%	1	25%	2	50%	2	50%
To consolidate	> 60% ≤90%	2	50%	3	75%	2	50%	2	50%
To develop	>40% ≤60%	0	0%	0	0%	0	0%	0	0%
Not sufficient	≤ 40%	0	0%	0	0%	0	0%	0	0%
		4	100%	4	100%	4	100%	4	100%

THE POSSIBLE APPLICATIONS MolecoLeader®

- **ANALYZING**, by using an online questionnaire filled in individually, the degree of digital leadership culture present in the company (both at individual and collective level), processing summary reports
- **TRAINING** people to enhance the culture of digital leadership by defining individual development plans based on the reports produced.
- **MONITORING** progress in the development of the digital leadership culture, with periodic customised measurements involving all significant people or samples and covering all the variables mapped or only the most critical ones
- **CERTIFY**, but only after a hetero evaluation process, leaders with an adequate level of digital leadership culture (Certified Molecoleaders) and therefore companies with a percentage of certified leaders: if > 70% Bronze Molecular Leadership, if > 80% Silver Molecular Leadership, if > 90% Gold Molecular Leadership

THE VERSIONS

VERSION	ACTIVITY	1 participant	8 - 15 participants	16 - 50 participants	Over 50 participants
INDEX & PRESENTATION BASIC	<ul style="list-style-type: none"> Survey Report (individual and/or group) Remote interview/result presentation meeting 	X	X	X	X
INDEX & PRESENTATION PLUS	<ul style="list-style-type: none"> Survey Qualitative focus group (1 day) Report (individual and group) Results presentation meeting 			X	X
CULTURE ANALYSIS BASIC	<ul style="list-style-type: none"> Survey Report (individual and/or group) Results presentation meeting 1 workshop (1 day) 		X	X	X
CULTURE ANALYSIS PLUS	<ul style="list-style-type: none"> Survey Qualitative focus group (1 day) Report (individual and group) Results presentation meeting 1 workshop (1 day) 			X	X



INDEX & PRESENTATION VERSION (BASIC AND PLUS)

NUMBER OF CASES	BASIC ACTIVITIES	NUMBER OF CASES	ACTIVITIES "PLUS"
1	<ul style="list-style-type: none">• Survey• Report• Remote interview (2 hours)	From 15 to 50	<ul style="list-style-type: none">• Survey• Qualitative focus group (1 day)• Report (individual and group)• Results presentation meeting
From 8 to 15	<ul style="list-style-type: none">• Survey• Report (individual and group)• Results presentation meeting		
From 16 to 50	<ul style="list-style-type: none">• Survey• Report (individual and group)• Results presentation meeting		
Over 50	<ul style="list-style-type: none">• Survey• Report (individual and group)• Results presentation meeting	Over 50	<ul style="list-style-type: none">• Survey• Qualitative focus group (1 day)• Report (individual and group)• Results presentation meeting

CULTURE & ANALYSIS VERSION (BASIC AND PLUS)

NUMBER OF CASES	BASIC ACTIVITIES	NUMBER OF CASES	ACTIVITIES "PLUS"
1	<ul style="list-style-type: none">• Survey• Report (individual and group)• Results presentation meeting• 1 workshop (1 day)	From 15 to 50	<ul style="list-style-type: none">• Survey• Qualitative focus group (1 day)• Report (individual and group)• Results presentation meeting• 1 workshop (1 day)
From 8 to 15	<ul style="list-style-type: none">• Survey• Report (individual and group)• Results presentation meeting• 1 workshop (1 day)		
From 16 to 50	<ul style="list-style-type: none">• Survey• Report (individual and group)• Results presentation meeting• 1 workshop (1 day)	Over 50	<ul style="list-style-type: none">• Survey• Qualitative focus group (1 day)• Report (individual and group)• Results presentation meeting• 1 workshop (1 day)
Over 50	<ul style="list-style-type: none">• Survey• Report (individual and group)• Results presentation meeting• 1 workshop (1 day)		





Sistema Qualità certificato per la
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