



BOARD, TEAM AND CEO ASSESSMENT

Tourism Solutions Group (TSG) brings world class Board, CEO and Team assessments to your business or NFP organisation across all industry sectors. We offer three products plus executive coaching which you can use either as a stand alone assessment, or more optimally, in combination.

A challenge for boards and directors is how to define effectiveness:

1. *Do you meet your obligations and assess your Board performance annually?*
2. *Do you have a formalised, structured approach to the CEO evaluation, giving you a greater likelihood of not only optimising your relationship with the CEO, but also improving the overall performance of the organisation?*
3. *How does your CEO and teams measure against global benchmarks?*

Use TSG's Board, CEO 360 and High Performing Team Assessment tools to track changes in performance and culture annually and to benchmark performance within your organisation or against others. We provide detailed presentations and debriefs to Boards, teams or 1:1s.

WHAT WE OFFER



Board
Assessment



CEO 360 Degree
Assessment



High Performing
Team
Assessment

TOURISM SOLUTIONS GROUP





“Leadership is about results, teams deliver results, you can judge your leaders by their teams.”

Boards, teams and CEOs can use the evidence based reports to gain self-awareness, to focus energy and to make changes to governance, communication, leadership or team behaviours.

Incorporating Executive Coaching for the CEO or Executive Team responsibly progresses post assessment action plans to develop the individual and the organisation.

Our evidence based coaching incorporates online self-assessments and leading personality assessments. The coaching framework is based on the GROW model which is flexibly used to build goals and find focus and direction in your business. This is captured in a detailed Coaching Report, updated after each session.





DETAILS ON ASSESSMENTS AND COACHING

Board Assessment Model

Performance	Culture	Oversight
<ul style="list-style-type: none"> Results Employees Customers Operations 	<ul style="list-style-type: none"> Diversity Relationships Meetings Accountability 	<ul style="list-style-type: none"> Governance Strategy Succession Planning Board Capability Financials
<ul style="list-style-type: none"> Rated on 88 items The feedback identifies your board's strengths and opportunities 15 minute online completion Ideally this is repeated each year 		

CEO/Executive 360 Degree Assessment Model

Element	Description
<i>Self Management</i>	<ul style="list-style-type: none"> Personal awareness, self-regulation, stress management, resilience and transparency.
<i>Relationship Management</i>	<ul style="list-style-type: none"> Achieve better results through better relationships.
<i>Working in the Business</i>	<ul style="list-style-type: none"> Consistently deliver great results and stay in the performance zone.
<i>Working on the Business</i>	<ul style="list-style-type: none"> Adding value through innovation and strategic planning, and building motivated, accountable teams.





High Performing Team Assessment Model

Performance	Culture
<ul style="list-style-type: none"> • Strategy • Innovation • Accountability • Leading Change • Results • Meeting Effectiveness 	<ul style="list-style-type: none"> • Trust • Professional Conflict • Communication • Emotional Intelligence • Collaboration • Resilience
<ul style="list-style-type: none"> • Clear metrics for team performance and culture • An immediate action plan to develop a HPT • 15 minute online completion • Straightforward facilitation of results • Team benchmarks available 	

Executive Coaching

TSG's individualised Executive Coaching uses world leading leadership and personality tools, the Hogan Personality Assessments:

- **HPI Potential** – Provides insights into the 'Bright Side' of our personality
- **HDS Challenge** – Measures performance risks or derailing ('Darkside') tendencies that can interfere with our performance
- **MVPI Values and Drivers** – Provides insight regarding our personal drivers or what we value most in a job, career or organisation.

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Contact us for detailed information and costings on these options:

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