

## E<sup>2</sup>X : Elevation and Evolution for Xceleration

Leadership Skill	Description	Current Score	Prescription
<b>Strategic Vision</b>	Ability to see farther ahead. Creates future potential. Create-Articulate-Own-Drive performance with Vision.		
<b>Leads Leaders</b>	Manages differently and expects more. Leads through leaders. Develops Talent. Are people measurably better after a year with you?		
<b>Creates Positive Cross-Functional Collaboration</b>	Has the organizational relationship capital, leadership, and communication skills to drive results across functional boundaries with limited owner/c-suite involvement.		
<b>Builds Relationship Capital across a Broad External Market</b>	<ul style="list-style-type: none"> <li>• New Business Opportunities</li> <li>• Recruiting Talent</li> <li>• Recruiting Suppliers</li> <li>• Referral and Collaborating Partners</li> </ul>		
<b>Culture Champion</b>	Lives, breathes, and multiplies the core values to accelerate the company culture.		
<b>Builds Yourself Out of Current Job</b>	Exhibits a high level of mastery in delegation, feedback, accountability, and talent development. Builds team around his/her blind spots and weaknesses. Day-to-day operations are handled by a competent, trained, effective team.		
<b>Emotional Intelligence</b>	<ul style="list-style-type: none"> <li>• Self-aware, hungry to improve.</li> <li>• Empathetically connected.</li> <li>• Cool and collected under pressure.</li> <li>• Positive-Perceptive-Patient.</li> <li>• Delivers great results, no wake.</li> </ul>		

### Scoring guidelines:

- A = Exceeds expectations. Displays mastery and high levels of competence.
- B = Above average. Understands this leadership skill and puts it into practice better than most.
- C = Average. Meets expectations in general, with lots of room to grow and master.
- D = Below average. Limited understanding of the concept, stuck in the 'Old Tool Box'.
- F = Failing. Does not understand, acknowledge, or embrace the simple ideas of this concept.