



CAL Alumni covid-19 survey



Covid-19 CAL Alumni research results (part 1)*

How has CAL approach helped you deal with Covid-19 context?
96% report positive (70% Extremely or Very useful)

% respondents having specific benefits

Benefit	% of respondents
Better team engagement	~65%
Better team results	~50%
More productivity	~48%
Faster results	~25%
Less stress	~45%

Some indicative comments:

- The CAL approach helps me to deal with uncertainty, with less stress.
- CAL practices used daily make it irrelevant if there is lock down or not. If you used the principles those are still in place.
- 8 key principles are very useful in getting things done effectively in virtual working environment
- The staff feels more sense of responsibility and more engaged in their work, working together
- CAL enables leaders to adopt a more collaborative approach - the team gets empowered to create more solutions at faster speed.
- Useful to alert Top management that fall down into the over-control trap.
- It very useful for us as one of references to improve the performance of our team.
- I'm wondering if the workshop 2 years ago was a premonition of covid-19 or is it simply because CAL has ESP / very good insight?

*Sample of alumni who completed programmes up to 3 years ago
n=266, 39 companies, 26 countries – 30% response rate

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Covid-19 CAL Alumni research results (part 2)*

How much better have you coped in Covid-19 uncertainties compared to other leaders around you?
75% reported better or much better

respondents reporting

Coping Comparison	% of respondents
Much better	20%
Better	55%
About the same	25%
Worse	0%
Much worse	0%

87% would recommend or strongly recommend CAL approach for VUCA times/next Black Swan

Recommendation Level	% of respondents
Strongly recommend	35%
Recommend	52%
Possibly	13%
Hardly	0%
Not at all	0%

Some comments (Why are other leaders not coping so well?):

- More micromanagement/ higher anxiety/ lack of connection with others has increased.
- Confinement is a loss of control to some and they end up doing all the talking but not achieving any results.
- They just do not have the same perspective so run into traps
- Bcx they are not playing the possible 4 strategies; they tend to lean on their preferred strategy
- It may be that they cannot manage their stress well
- Some leaders fear to lose control over the virtual working environment and try to reach the followers more frequent which creates more stress to the followers.
- Equipped with CAL, I am able to lead international team distributed around Europe in the way that they strongly feel a part of this team. This is not so obvious when I look to other teams lead by other managers.
- They still do lot of mails and dig into each every tiny detail. At the end they get lost in details.
- The constant search for control / certainty...

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