



Increasing productivity, engagement and innovation 2021 Research



1

Research scope

- 120+ senior managers from around the world were asked to what extent they agreed that their application of the CALAgility System (Complex Adaptive Leadership – CAL -approach) helped:
 - Improve personal leadership productivity
 - Increased team engagement and productivity
 - Enabled more ideas to flow upwards
 - Fostered a culture of innovation
- All were exposed to the CAL Approach through a variety of different interventions during the period 2015 - 2021

2



Increasing productivity, engagement and innovation 2021 Research

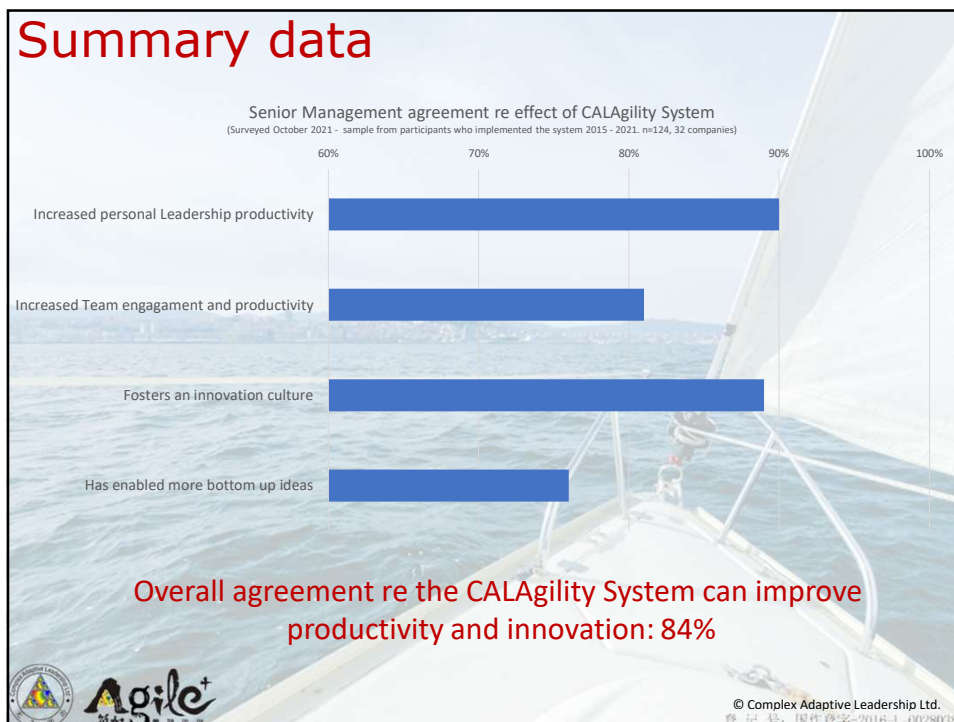


The 120+ senior managers were from a diverse range of organisations around the world.



3

Summary data



4



Increasing productivity, engagement and innovation 2021 Research



Example qualitative comments

- **Increases Leadership productivity:**
 - Reported increases ranged from 10% - 80%. Average = 25%
 - “Around 20% to 30%. By reinforcing with my sales team freedom to act as if they are the CEO/Owner of their sales territory”, it has reduced significant time needed to run the business with no compromise in meeting Sales targets and results. At the same time the team appreciates the empowerment to make the appropriate decisions for the company”
- **Increases Team engagement and productivity:**
 - Reported increases ranged from 5% - 70%. Average = 20%
 - “25% “The top no longer knows the answers” we took away the KPIs and focussed purely on outcomes and engaged the colleagues on how to achieve them”
- **Encourages subordinates to come up with ideas:**
 - “My team is come up with new ideas. For example, introduction of new payment system to encourage workers productivity, and at the same time, improve our production cost.”
 - “Subordinates are no longer tentative or has reservations in suggesting ways in achieving our Group's goals”
- **Fosters a culture of innovation:**
 - “More proactivity from the team / better reactivity to change / faster prototyping”
 - “Innovation comes from chaos. If you avoid chaos, you stifle innovation. So you need to learn how to deal with chaos. CAL can help.”

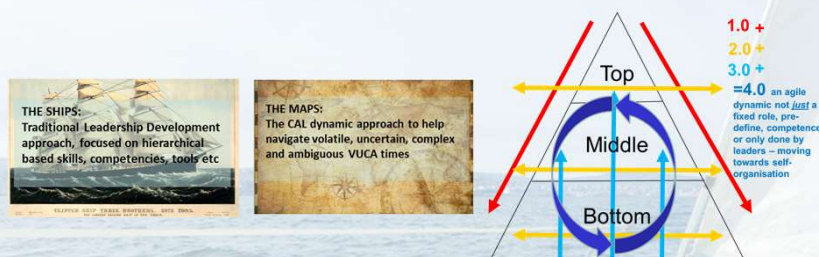


© Complex Adaptive Leadership Ltd.
登记号: 国作登字-2016-L-00280387

5

How were the results achieved?

- Introduction of a genuinely new way of delivering organisational leadership and followership: Leadership 4.0



- A dynamic and interactive engaging learning journey:



© Complex Adaptive Leadership Ltd.
登记号: 国作登字-2016-L-00280387

6