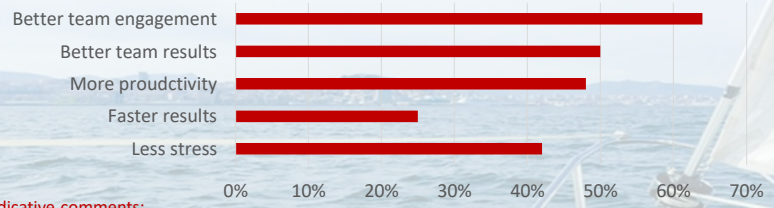
CAL Alumni covid-19 survey
Leadership 4.0 - 2022

Covid-19 CAL Alumni research results*

How has Leadership 4.0 / CAL approach helped you deal with Covid-19 uncertainties?
96% report positive (70% Extremely or Very useful)
2-3 years after the programme
% respondents reporting specific benefits
N = 102, 39 companies, 26 countries



Some indicative comments:

1. I'm wondering if the workshop 2 years ago was a premonition of covid-19 or is it simply because CAL has ESP?
2. CAL practices used daily make it irrelevant if there is lock down or not.
3. The CAL approach helps me to deal with uncertainty, with less stress.
4. 8 key principles are very useful in getting things done effectively in virtual working environment
5. The staff feels more sense of responsibility and more engaged in their work, working together
6. Enables leaders to adopt be more collaborative - the team gets empowered to create more solutions at faster speed.
7. Useful to alert Top management that fall down into the over-control trap.
8. It very useful for us as one of references to improve the performance of our team.

*Sample of alumni who completed programmes up to 3 years ago
n=102 39 companies, 26 countries

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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? 74% reported better or much better
respondants reporting

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

1. More micromanagement/ higher anxiety/ lack of connection with others has increased.
2. Confinement is a loss of control to some and they end up doing all the talking but not achieving any results.
3. They just do not have the same perspective so run into traps
4. Bcx they are not playing the possible 4 strategies; they tend to lean on their preferred strategy
5. It may be that they cannot manage their stress well
6. 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.
7. 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.
8. They still do lot of mails and dig into each every tiny detail. At the end they get lost in details.
9. The constant search for control / certainty...

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