

## Leadership STRENGTHS & WEAKNESSES Survey - KENYA 2005

|               |            |
|---------------|------------|
| Launch Date   | 05/16/2005 |
| Email Invites | 1450       |
| Visits        | 114        |



### LEGEND:

**GREEN:** Perceived as a Major Strength

**YELLOW:** Perceived as a Major Weakness

Rate your PERCEPTION about your country's **PRIVATE** (non government) leadership talent base with respect to how weak or strong they are, as a class, in applying the **2.** following concepts:

|   | 1<br>Major<br>Weakness | 2<br>Minor<br>Weakness | 3<br>Average | 4<br>Minor<br>Strength | 5<br>Major<br>Strength |
|---|------------------------|------------------------|--------------|------------------------|------------------------|
| 1. a) Treating employees with dignity and respect.  | 32%                    | 16%                    | 36%          | 12%                    | 4%                     |
| 2. b) Developing clear vision and focus.  | 16%                    | 16%                    | 40%          | 12%                    | 16%                    |
| 3. c) Establishing operational discipline.  | 12%                    | 12%                    | 32%          | 32%                    | 12%                    |
| 4. d) Empowerment of workers.   | 28%                    | 32%                    | 28%          | 8%                     | 4%                     |
| 5. e) Ability for inspiring people.   | 20%                    | 32%                    | 20%          | 20%                    | 8%                     |
| 6. f) Instituting clear action plans.   | 24%                    | 20%                    | 12%          | 36%                    | 8%                     |
| 7. g) Giving credit/appreciation or recognizing people's contributions.   | 28%                    | 32%                    | 12%          | 24%                    | 4%                     |
| 8. h) Managing not by fear but by allowing participation of employees on major decisions.   | 28%                    | 24%                    | 28%          | 16%                    | 4%                     |
| 9. i) Leaders are trusted.  | 24%                    | 32%                    | 24%          | 16%                    | 4%                     |
| 10. j) Acquiring and retaining adequate talent (quantity and quality of employees) to perform the jobs.                           | 20%                    | 16%                    | 44%          | 12%                    | 8%                     |
| 11. k) Excellence in the execution of plans.  | 20%                    | 12%                    | 36%          | 20%                    | 12%                    |
| 12. l) Excellence in the execution of routine tasks.  | 12%                    | 4%                     | 40%          | 24%                    | 20%                    |
| 13. m) Workers have clear expectations with respect to their responsibilities.  | 4%                     | 24%                    | 28%          | 28%                    | 16%                    |
| 14. n) Clear, fast, and fair consequences for people that do not perform.   | 32%                    | 20%                    | 28%          | 12%                    | 8%                     |
| 15. o) Good coaching to make employees better at their jobs.  | 20%                    | 24%                    | 28%          | 24%                    | 4%                     |
| 16. p) Communication and sincere dialogue with employees.   | 20%                    | 20%                    | 28%          | 28%                    | 4%                     |
| 17. q) Ability to create teamwork.  | 8%                     | 24%                    | 28%          | 32%                    | 8%                     |
| 18. r) Blames processes not people.   | 28%                    | 24%                    | 28%          | 12%                    | 8%                     |
| 19. s) Leaders make themselves responsible when things go wrong.  | 64%                    | 16%                    | 12%          | 8%                     | 0%                     |
| 20. t) Leaders are committed; they really want and are willingly working to obtain organizational excellence and desired results. | 24%                    | 20%                    | 20%          | 12%                    | 24%                    |

