



Globally Responsible Leadership Diagnostic – featuring the GRID™

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A global community of action and learning



- Founded by UN Global Compact & EFMD (2004)
- Pioneering select group of learning institutions and companies from all continents
- Engaged hands-on in developing a next generation of globally responsible leaders



“Globally Responsible Leadership demands that this cultural change and evolution of mindsets should be based on re-visiting three areas: First, the raison d’etre of the firm; second, leadership as embedding and catalysing values and responsibilities in the organisation; and third, corporate statesmanship as broadening the debate and dialogue with society at large.”

“The Globally Responsible Leader - Call for Action,” GRLI, November 2008



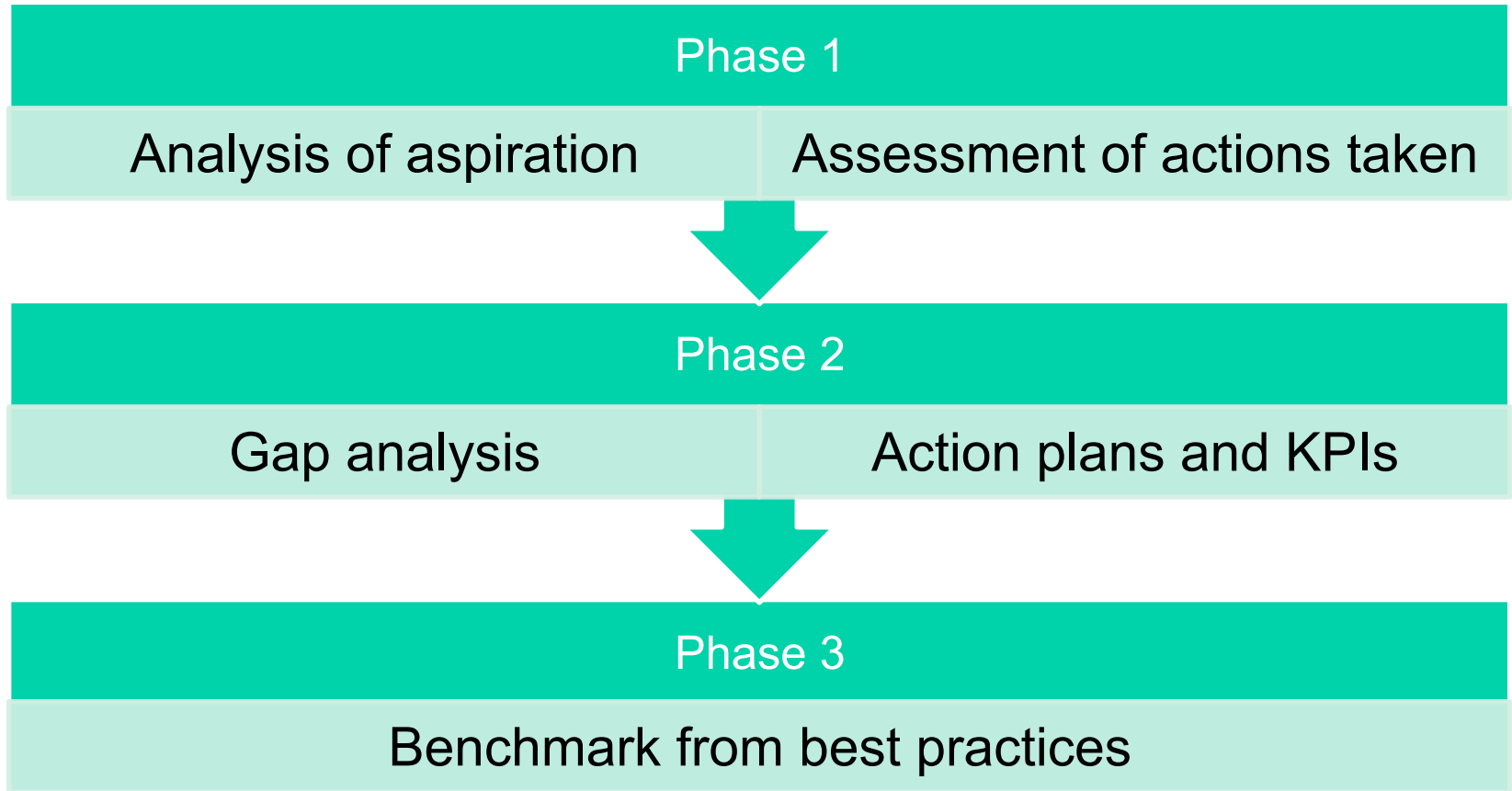


Why is the GRL Diagnostic different?

- Developed by a multicultural team
- Within a global, independent non-profit advocacy organization
- Uses evolving process customizable to your organization
- Is company driven
- Can be used to refine or renew strategy regarding GRL and talent

➤ *Making a difference, taking a lead!*

Steps in diagnostic process



Phase 1

- Utilize GRL GRID™ to explore individual and/or collective values and actions taken
- Apply assessment tools for further in-depth analyses

Outcomes:

- Increase individual/collective awareness of GRL fitness
- Assess individual and/or collective commitment to GRL using well-known online tools



Globally Responsible Leadership GRID™

- Gives people the structure and guidance to think and talk about their globally responsible leadership behavior and actions
- Leads through the different perspectives and dimensions
- Provides a sense of the interconnectedness of all aspects
- Assists in self-reflection and self-understanding
- ~~Helps to co-create joined understanding amongst~~



GRL - GRID™ utilizations

- In seminars as a short intervention to raise awareness (75 – 90 minutes)
- In seminars as a longer intervention to gain deeper understanding (180 minutes)
- In large group settings to raise awareness (90 – 120 minutes)
- In strategy development settings to co-create a joined vision as a starting point (1-2 days), e.g. for
 - Sustainability strategy
 - Defining leadership criteria / indicators

Dimension Context	Being What do I believe?	Acting What actions have I taken / am I taking?
Planet (Natural Environment)	How do I wish to relate to the natural environment – planet?	What did I do (and am I doing) to accommodate my relationship with the planet?
Community/Society (Social System)	What type of community/society do I wish to have?	What did I do (and am I doing) to contribute to this type of society?
Organization	What type of organizational culture do I wish to have?	What did I do (and am I doing) to contribute to such an organizational culture?
Individual/Leader	What core values guide me? ... my leadership behavior?	What did I do (and am I doing) to translate these values into actions?

Globally Responsible Leadership GRID™

„We-Perspective“

Dimension Context	Being What do we believe in?	Acting What actions have we taken / are we taking?
Planet (Natural Environment)	How do we wish to relate to the natural environment – planet?	What did we do (and are we doing) to accommodate our relationship with the planet?
Community/Society (Social System)	What type of community/society do we wish to have?	What did we do (and are we doing) to contribute this type of society?
Organization	What type of organizational culture do we wish to have?	What did we do (and are we doing) to contribute to such an organizational culture?
We	What core values guide us? ... my leadership behavior?	What did we do (and are we doing) to translate these values into actions?

Phase 2

- Define gap between aspirations and actions
- Develop action steps
- Design measurement tools and KPIs

Outcomes:

- Concrete actions and measures for progress
- Customized GRI indicators

Phase 3

Benchmarks from best practices:

- Case studies from GRLI partners and others
Examples: Petrobras, GSK Biologicals, TNT, NAB
- Research from external agencies
Example: EABIS

Outcomes:

Outside-in comparison of company practices