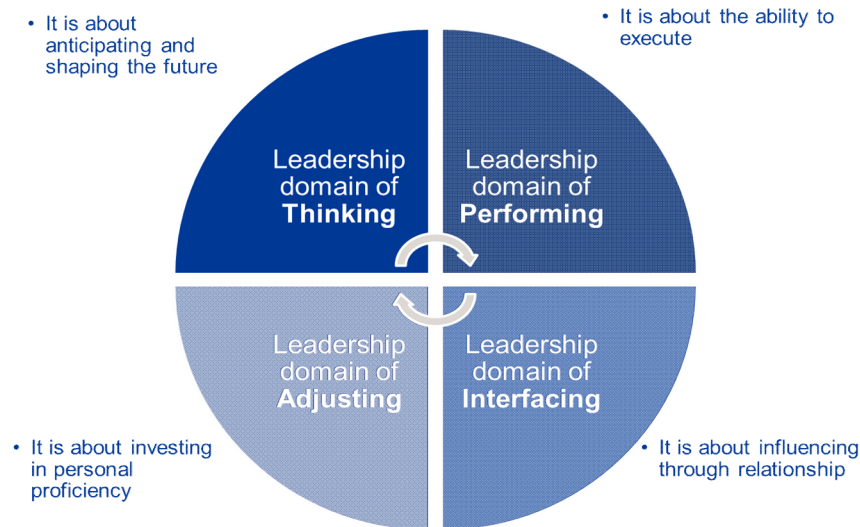


ESKOM LEADERSHIP MULTI-RATER ASSESSMENT REPORT (360)

PURPOSE OF THIS REPORT

The 360 ELA creates an opportunity for you as a leader to gain perspective on the effectiveness of your leadership behaviour as experienced by your manager, peers, and/or direct report. The 360 ELA places the emphasis on future-fit leadership competencies. The report will enable you as a leader to identify areas of strength and development opportunities.



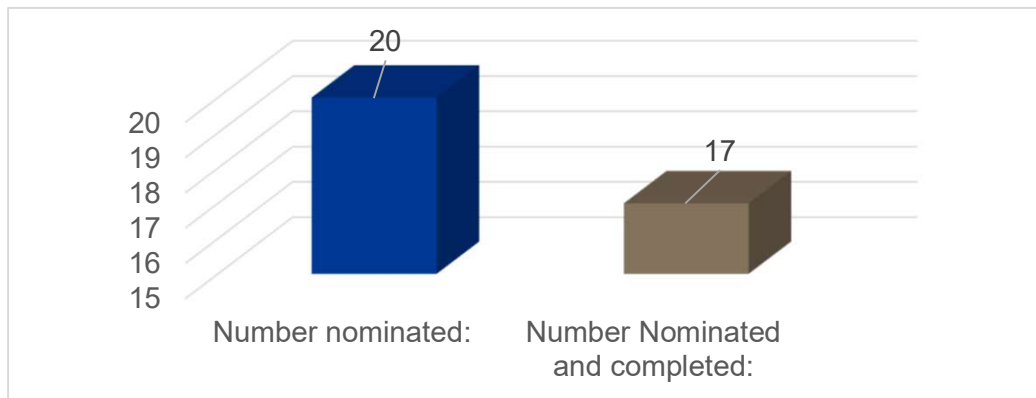
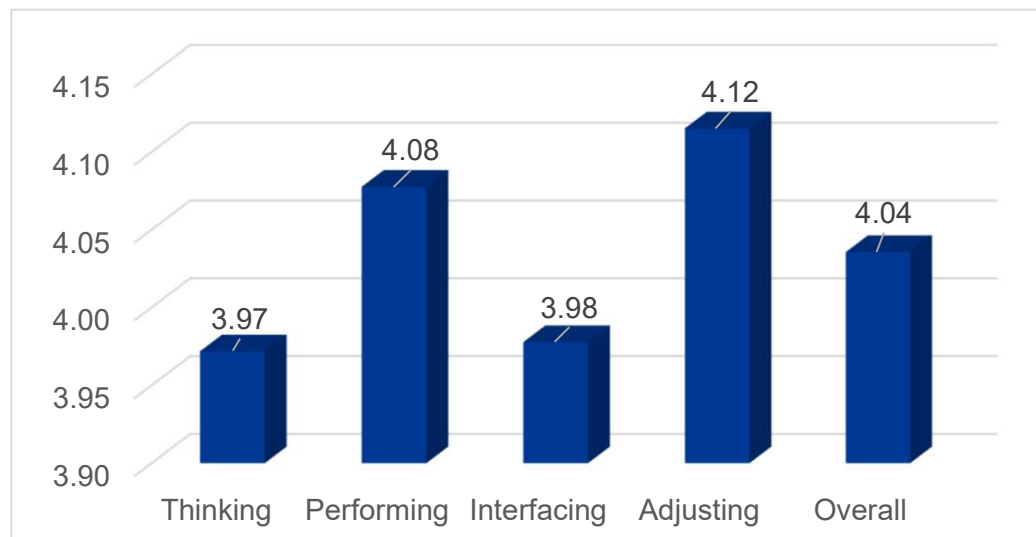
LEADERSHIP COMPETENCY FRAMEWORK DEFINITIONS

Thinking	Analysing	The ability to analyse information, identify relationships, future trends and understand business issues
	Innovating	The ability to develop ideas, facilitate the creative process to generate a culture of promoting creativity
Performing	Initiating	The ability to take action, make proactive decisions and model self-reliance
	Executing	The ability to use knowledge and experience, establish plans and priorities and mobilise action
	Driving	The ability to meet expectation, improve quality and uphold standards
	Achieving	The ability to implement plans, direct and monitor actions and grow the capability of others
Interfacing	Interacting	The ability to structure information, translate ideas and influence others
	Relating	The ability to adapt interpersonal style, mediate conflict, and understand the organisation's relationship complexity
	Connecting	The ability to work with others, foster and maintain relationships
Adjusting	Responding	The ability to remain productive and demonstrate emotionally mature behaviour in a pressurised environment
	Adapting	The ability to embrace uncertainty, anticipate and drive change

Rating Range	Effectiveness Description
1.0 - 1.9	The leader is less effective at displaying this behaviour
2.0 - 2.9	The leader is moderately effective at displaying this behaviour
3.0 - 3.9	The leader is effective at displaying this behaviour
4.0 - 4.9	The leader is mostly effective at displaying this behaviour
5.0	The leader is exceptionally effective at displaying this behaviour

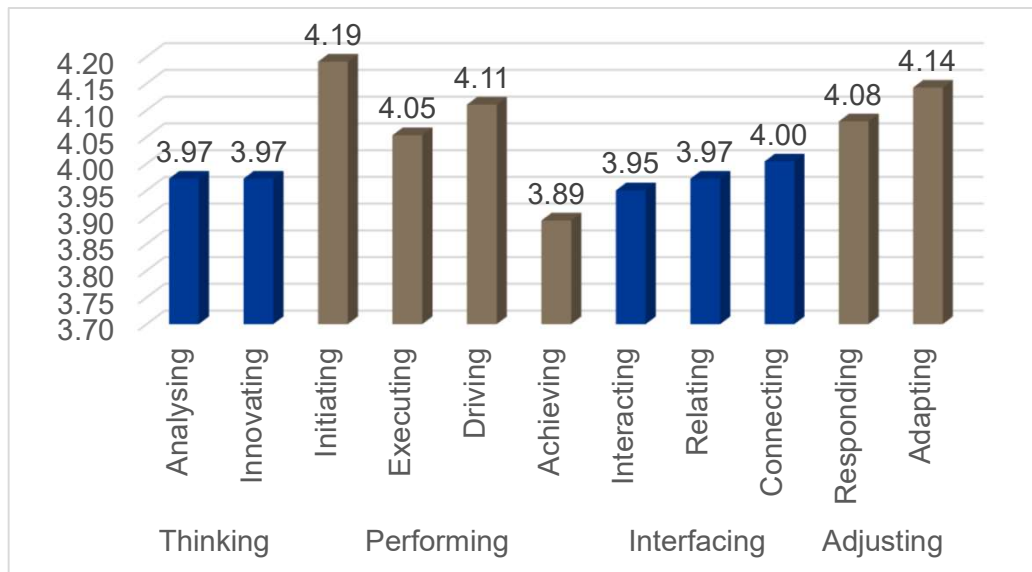
ESKOM LEADERSHIP MULTI-RATER ASSESSMENT REPORT (360)
NOMINEE RESPONSE RATE

Number nominated:	20
Number Nominated and completed:	17
Nominee response rate:	85.00%

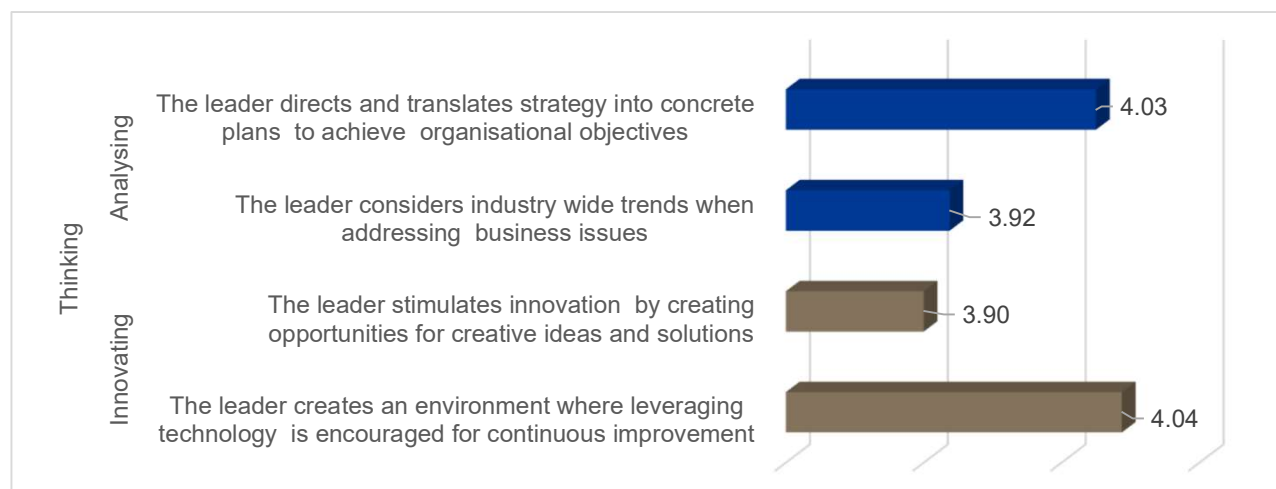

INDIVIDUAL PERFORMANCE: LEADERSHIP DOMAINS


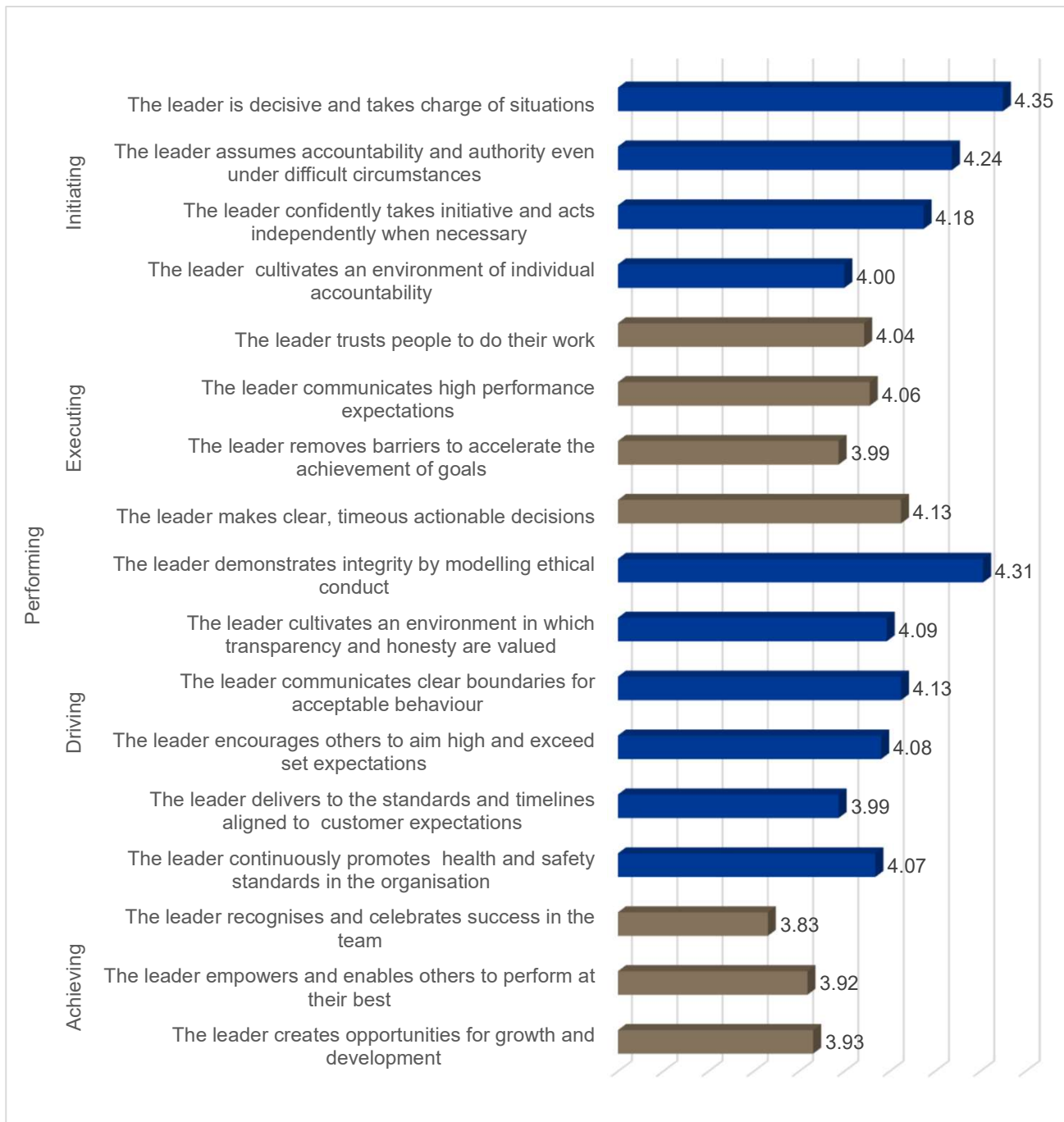
ESKOM LEADERSHIP MULTI-RATER ASSESSMENT REPORT (360)

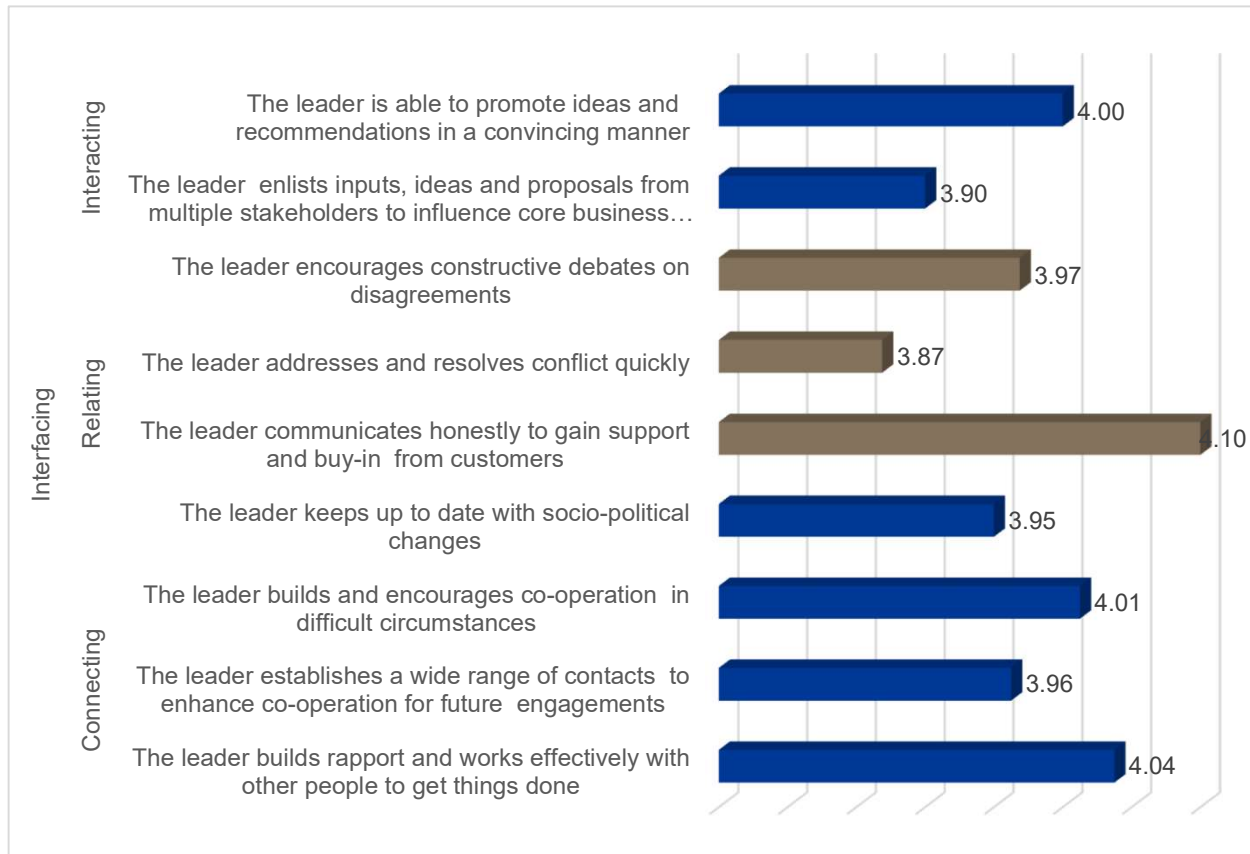
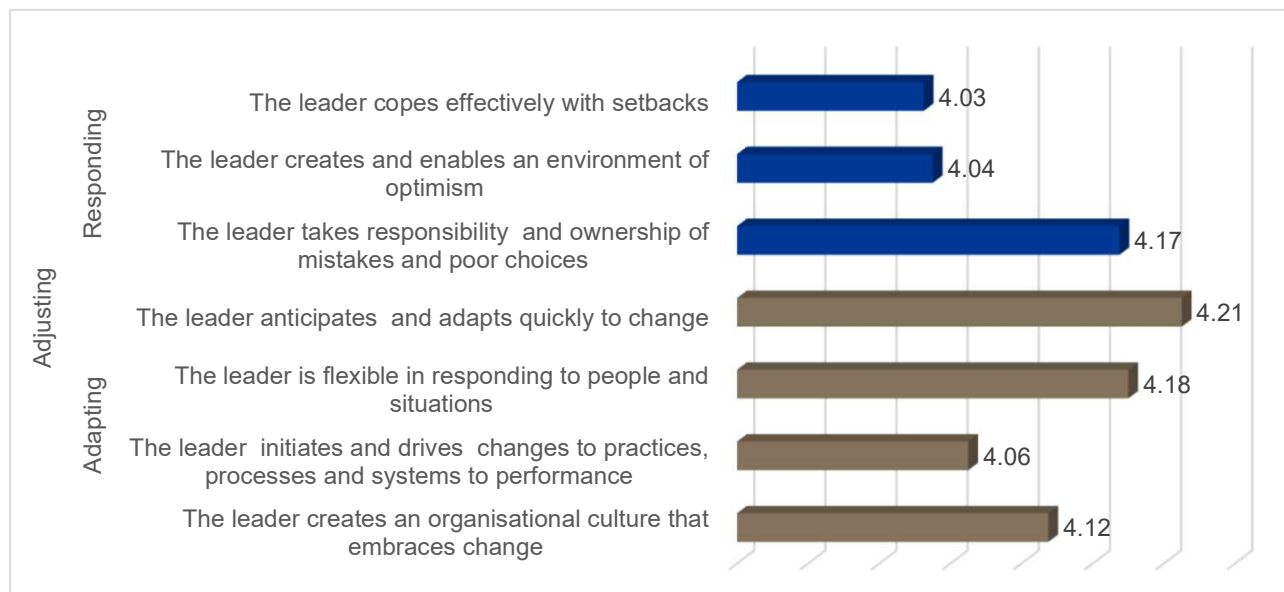
INDIVIDUAL PERFORMANCE: MACRO BEHAVIOURAL COMPETENCIES



INDIVIDUAL PERFORMANCE: LEADERSHIP DOMAIN OF THINKING



ESKOM LEADERSHIP MULTI-RATER ASSESSMENT REPORT (360)
INDIVIDUAL PERFORMANCE: LEADERSHIP DOMAIN OF PERFORMING


ESKOM LEADERSHIP MULTI-RATER ASSESSMENT REPORT (360)
INDIVIDUAL PERFORMANCE: LEADERSHIP DOMAIN OF INTERFACING

INDIVIDUAL PERFORMANCE: LEADERSHIP DOMAIN OF ADJUSTING


ESKOM LEADERSHIP MULTI-RATER ASSESSMENT REPORT (360)

INDIVIDUAL PERFORMANCE: ESKOM VALUES

