

Top Management Leadership Skills Diagnostic



Is your company ready for the future?

The first step is to identify the **GAP** between current and future leadership skills

From Uncertainty to Execution

Purpose

Do you know what are the most areas of concern of your leaders?

1. More leaders than ever need to build their confidence, capability and resilience: 45% of leaders surveyed in 2025 are not confident in their ability to navigate the Future

2. Blind spots in board and C-Suite skillsets appropriate for ongoing digital transformation: 45% of leaders surveyed in 2025 failing to adapt and build their skillsets to meet the demands of the digital era.

3. The silent crisis: Our 2025 survey uncovered higher levels of leadership level **burnout risk**, mental health challenges

4. Employee wellbeing is also an increasing concern Failure to prioritize employee well-being amidst transformation.

5. Mismatch between **cultural aspirations** and operational realities: cultural goals. This disconnect stems from culture-building efforts being undermined by excessive workloads, declining wellbeing, and employee apathy.

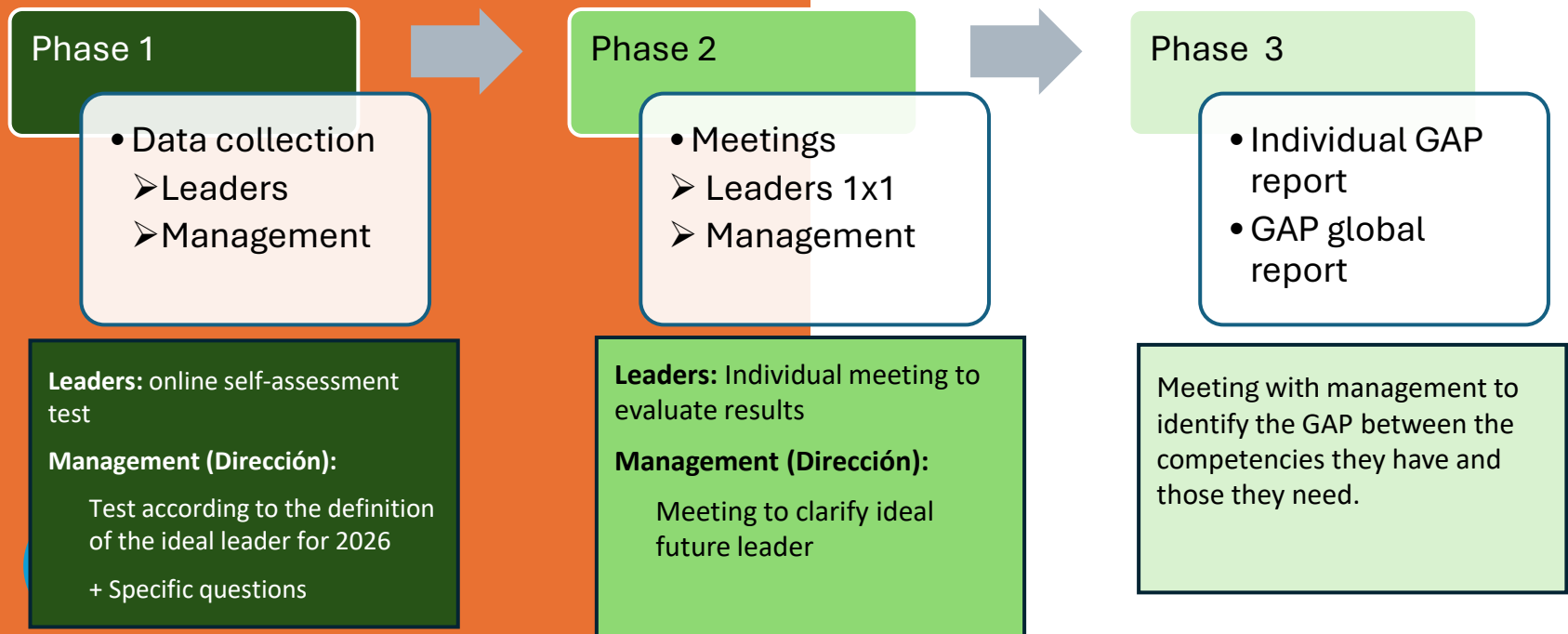
SOLUTION:

The leadership skills diagnostic identifies the **GAP** between current and future leadership skills

- The **Top Management Leadership Skills Diagnostic** provides the necessary data for acceleration, turning uncertainty into an action plan for top management.
 - **Risk Mitigation:** Avoid strategic failure and the loss of key talent.
 - **Accelerate Implementation:** Focus on the execution of the transformation.
 - **Secure Future Investment:** Guarantee that every euro is directed toward closing real capacity gaps, avoiding spending on generic training.
 - **Protect Key Talent:** Offers visibility into the risk of exhaustion (burnout) and quiet quitting, allowing for proactive intervention.
 - **Alignment of Focus:** Address cultural mismatch and lack of accountability before they sabotage objectives.
 - **Strengthen Confidence:** Provides a plan to help leaders build their confidence and resilience.
 - **Data-Centered Leadership:** Exposes the blind spots of digital and analytical skills in top management.
 - **Improve Engagement:** Prioritizes the development of Emotional Intelligence and Empathy, the key attributes for involving talent.

SERVICE: Concise and fast

Top Management Leadership Skills Diagnostic: measures the leadership gap



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- The process is fast and concise, designed for the rhythm of top management for Leadership Diagnosis, you will identify the skills missing today and those you will need tomorrow.
- **Phase 1:**
 - **1.1 Completion of the test by each leader (self-assessment) Leadership Test (online).**
 - 25 skills and questionnaire with 5 general questions adapted to each company.
 - **1.2 Completion of the test by the management (defining the ideal leader) Leadership Test (online).**
 - 25 skills and questionnaire with 5 general questions adapted to each company.
- **Phase 2:**
 - **2.1 Individual interviews:** Individual online session (1x1) to evaluate the strengths and areas for improvement of each leader.
 - **2.2 Interview with management:** Individual online session (1x1) to define the competencies of your **ideal future leader**.
- **Phase 3: Delivery of the report (in person with management)**
 - 3.1 Individual report for each leader.
 - 3.2 Report that relates the leaders' competencies to the ideal leader's competencies (Identify GAP).

Top Management Leadership Skills Diagnostic : identifies the leadership skills that are missing today and those you will need tomorrow.

COST

- **PHASE 1 and PHASE 2: €300 per person**
- Test for leaders plus individual meeting for results assessment.
- Questionnaire and meeting with management for definition of ideal leader

PHASE 3: To be determined based on the time required for defining the ideal leader and deploying the reports.

Meeting with top management for presentation of the consolidated

and comparative final report, identifying the GAPS to be strengthened and improved.



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Associate Faculty Coach Masters Academy



Credentials

Joana Visa is a **Certified Executive Coach** and **Strategic Consultant** with a solid **scientific background** and a decade of experience in coaching c suit leaders and strategic consulting in multinational companies.

Her specialty is the **diagnostic methodology**. Joana helps companies to **accurately identify and quantify the GAP (the gap)** that exists between the current competencies of their top management and the **real strategic needs** of the organization.

Thanks to her rigorous approach, she has led diagnosis and consulting projects for companies in highly demanding sectors such as **pharmaceutical, technological, financial, aerospace, and oil**.

Her passion is to **unlock the potential of top management**.

Always starting with an **objective, data-based strategic diagnosis** that ensures development actions are directly aligned with business results.

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Are you ready to identify your
leadership competences GAP?

