

ASSESSING LEADERSHIP OR LEADERS?

1-DAY MASTERCLASS

Designing for influence, judgment, and impact

Open enrolment OR

Tailored in-house delivery

Certification options

ORGMATR MASTERCLASS SERIES



ORGMATR



A sharp one-day masterclass for HR, OD, I-O Psychology, and leadership professionals who want more realistic and defensible leadership assessment

PROGRAM OVERVIEW

A practical masterclass in the judgement of leadership

Leaders are assessed constantly, but often too vaguely. Image, credentials, confidence, and rhetoric can crowd out a more disciplined consideration of influence, context, and actual room to act. How can you connect real influence with real impact?

The result can be overstatement, weak succession judgement, and misplaced confidence in leadership potential or impact. We are inclined, at times, to follow trends for personality and traits, ahead of situational and pragmatic placement.

The **Leader** is a person; **Leadership** is a phenomenon that influences and creates impact. Leadership selection and development often focus on the former; evaluating Leadership goes beyond a person.

Why this program matters

This masterclass offers a more grounded way to think about leadership assessment. It helps participants examine how leadership should be interpreted in context, how discretion and latitude shape what leaders can actually do, and how evidence of likely impact can be considered more carefully.

ORGMASTR MASTERCLASS SERIES

PROGRAMME AT A GLANCE



Format	1-day masterclass
Delivery	In person
Audience	HR, OD practitioners, executive talent leads, leadership development specialists, I-O Psychology professionals
Focus	Leadership judgement, discretion, influence, context, succession, evidence quality, org design
Suitable for	Executive assessment, selection, succession, promotion, leadership development, HIPO
Recognition	Certificate of participation or assessed certification options



LEARNING OUTCOMES & CURRICULUM

From concept to applied professional judgement

LEARNING OUTCOMES

- Explain why leadership assessment often drifts toward impression rather than disciplined evidence.
- Distinguish leader image, role status, and personal style from real influence and likely effect.
- Interpret leadership in context by considering the person (leader) + objective and perceived latitude, discretion, and organizational constraints.
- Identify stronger evidence areas for judging leadership impact and judgement in role.
- Use a more realistic lens in succession, promotion, and leadership development decisions.
- Strengthen calibration and discussion quality in leadership assessment conversations.
- Consider a **model** for leadership discretion + impact.

CORE CURRICULUM FEATURES

Reframing Leadership

Moving beyond traits and rhetoric toward judgement, latitude, and impact.

Leadership in Context

How structure, culture, and leader perception shape what leaders can really do and influence.

Evidence of Influence

What to look for when judging reach, judgement, and enacted effect.

Assessment Discipline

Sharpening leadership assessment for succession, org design, and recruitment.



Practical emphasis: conceptual clarity is used to improve real organizational practice, not to add unnecessary theory.



ONE DAY STRUCTURE



FOCUS

WHAT HAPPENS

Opening lecture and framing	Why leadership is often assessed loosely (psychometrics, traits, competencies, and profiling factors); leadership versus leader image; context, latitude, and impact.
Conceptual model	A practical lens for understanding leadership discretion; realistic latitude to act and influence on performance and workplace environment; conditions for evidence and data.
Evidence and interpretation	What counts as useful evidence in leadership assessment and how to avoid over-reading.
Applied assessment work	Role examples, leadership scenarios, assessment discussion, and judgement calibration.
Practice and review	Small-group interpretation, facilitated reflection, and assessment comparison.
Consolidation and next steps	Improvement priorities, in-house application, and follow-through options.



CONCEPTUAL MODEL TO PRACTICAL METHODS

- Leadership assessment and evaluation trends and critique
- Conceptual and research-backed modeling and framework
- Applied methods for any organizational setting (size, complexity)
- Structured assessment workings: recruitment, succession, L&D
- Certificate of participation or assessed certification options

BRING STRONGER DISCIPLINE TO ASSESSING LEADERS & LEADERSHIP

Run this masterclass in-house, or enquire about individual participation, certification options, and tailored delivery.

ORGMASSTR can also tailor programs to specific organizational priorities e.g., L&D, selection, or development pathways.

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