



# LEADERSHIP REALITY QUESTIONNAIRE BOARD REALITY QUESTIONNAIRE

**VANDERHEK** | METHODOLOGICAL CONSULTANCY

The Management Board, Supervisory Board, and Executive Teams together provide the ultimate leadership of organizations.

Financial crisis and changes in regulation and public opinion have altered the role of these leaders. This generates new expectations of their responsibilities, and creates a new governance dynamics.

In order to meet these new dynamics, it is important that individuals are willing to examine the various requirements imposed, or as a best practice suggested by the formal corporate governance system. It is important to evaluate the dynamics and interactions that take place between the Supervisory Board, Board of Directors and Executive Teams.

## Leadership Reality Questionnaire and Board Reality Questionnaire

The Reality Leadership Questionnaire (LRQ) and Board Reality Questionnaire (BRQ) were developed in collaboration with Professor Erik van de Loo and Professor Jaap Winter.

- ✓ The LRQ is designed to enable management teams to gain a better understanding of the realities of leadership in the management of companies and organizations.
- ✓ The BRQ focuses on Management Board (executive directors) and the Supervisory Board (supervisory board).

The goal of the LRQ and the BRQ is to gain insight into how the leadership of the management team (LRQ) or Board (BRQ) functions, and their effectiveness.

## Features of the BRQ and LRQ

The questions posed in both instruments focus on actual behaviours and actions of management teams or the Board of Directors, but do not provide commentary on their behaviours and actions.

The LRQ and BRQ are used as a supplement to information which is gathered during an evaluation process, or provided from interviews with directors and management staff.

## The evaluation process

The evaluation is conducted by Phyleon.

Phyleon is a leading consultancy firm focused on governance and leadership. On the basis of decades of advising boards and leadership teams of business and other organizations they have developed a comprehensive understanding and perception of boardroom and leadership realities.

For more information about Phyleon visit the website: [www.phyleon.nl](http://www.phyleon.nl)