



African Leadership Aptitude Matrix

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Leadership Matrix Overview

The African Leadership Aptitude Matrix (ALAM) is designed to measure the inherent characteristics that would be required for a potential leader to function effectively in the African context.

The African context is unique and as such a unique set of measures is required to determine the level of awareness potential leaders have across a predefined set of 5 dimensions, and the level of influence that these dimensions have on their decision making and hence effectiveness as leaders in the complex African environment.

ALAM uses the following 5 dimensions as the basis of measurement:

1. Political
2. Social and Cultural
3. Economic
4. Environmental
5. Ethical

The above dimensions are measured against a set of questions that indicate the level of awareness and influence on decision making. Ideally potentially successful leaders are required to have a high level of awareness and these dimensions should have a high level of influence on their decision making.

Leadership Dimensions

1. Political – This measures the awareness a potential leader has of the political climate in their specific country and the impact this has on the decisions they make presently and in the future.
2. Social and Cultural – This measures the awareness a potential leader has of the diverse social norms and requirements they are exposed to and how they navigate these in order to achieve their goals effectively.
3. Economic – This is a critical measure for any potential African leader as it covers their insights into Africa's economic challenges and how they can, or should be, resolved using uniquely African solutions.
4. Environmental – This measures how in tune a potential leader is with the issues the impact of current activities on future sustainability and generations. A leader that does not care about the future generations cannot have the best interest of their people at heart.
5. Ethical – This is the basis, foundation, upon which the other dimensions are built, and measures to what level a potential leader will sacrifice in order to achieve the other 4 dimensions, and in so doing what negative effects will be caused.

Measurement Matrix Overview

The leadership dimensions are measured using a matrix to determine how various potential leaders match up against the various dimensions. The matrix has 2 measurements, which are ranked over a predefined scale range:

1. The level of awareness that potential leaders have of the 5 dimensions (Low or High)
2. The level of influence these dimensions have on their decision making (Low or High)

The measurement matrix is used to identify what skills, and skill levels, potential leaders have and can be used as a baseline to determine areas of improvement.

Leadership Matrix Construction

ALAM is constructed on the basis of ethical behaviour as a central expectation of potential leaders in Africa. The other dimensions in ALAM are measured individually and in relation the ethical challenges posed by each dimension. This relationship can be shown as follows:



Measurement Matrix Construction

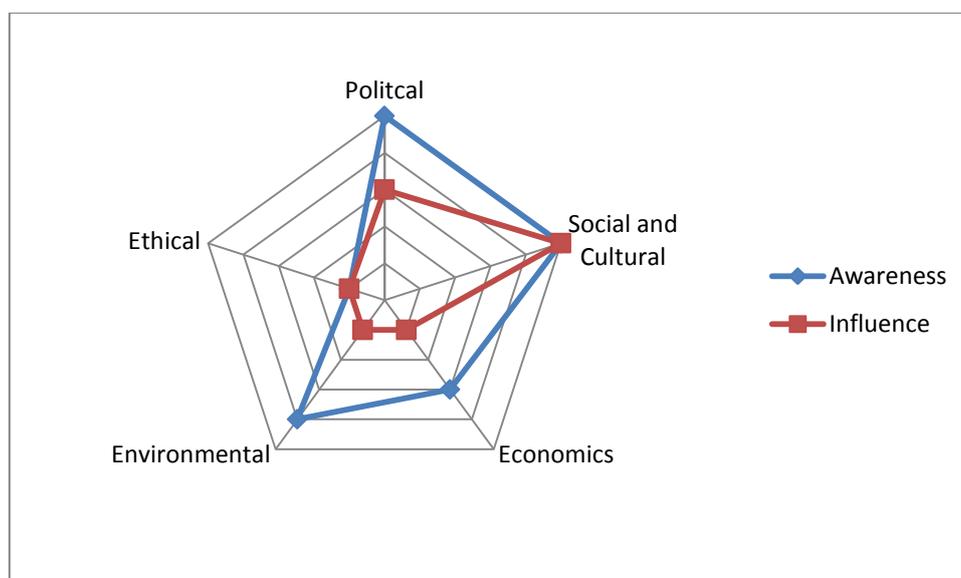
ALAM has a multi-tiered measurement matrix, based on a high level matrix (measuring awareness in comparison to decision making influence of each of the 5 dimensions) and a detailed measurement that looks at each dimension based on a set of standardised questions and a predefined scale for the answers.

The high level matrix can be represented as follows:

		Dimension Awareness	
		Low	High
Dimension Influence	Low	A	B
	High	C	D

Based on the high level measurement matrix, the potential leaders Africa should be seeking to identify are those that can transition between quadrants D and B dependent on the forces at play within their circle of influence.

The detailed measurement of each dimension can be presented as follows:



In the context of ALAM, Influence purely indicates the importance a potential leader places on each of the dimensions and how this affects their decision making.

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