

The Toolkit We Deploy

The leadership model we have adopted at Smart Leader Academy is known as [Evidenced-Based Team Leadership](#) (EBTL). These practices involve the deployment of evidence and learning from peer-reviewed research, as opposed to the traditional practice of “flying by the seat of your pants”, and learning generic insights from Great Leader exemplar stories.

During our 20-years of experience teaching leadership, developing leaders, and building high performance teams, we found the traditional tools that we initially outsourced, didn't enable leaders to deploy EBTL. Put simply, they were too complex to use and interpret, unable to be integrated to show cause and effect, and based on techno-lingua that practical people couldn't understand, or relate to, let alone remember. It wasn't because those tools weren't robust. It was because they were created by theoretical psychologists for practicing psychologists who make a living explaining the complex lingua and spider diagrammes.

Our intent was to build a [toolbox](#) that enabled leaders to use the tools on their own, safely and effectively. Being digitally enabled, and operating from the same data base, the data is integrated and correlated. The insightful results are displayed on dashboards in a consistent and simple-to-understand format, and accessible anywhere that there is access to the internet.

Three dashboards are deployed and viewable from the digital platform accessed from MySmartLeader.com URL. They comprise: [Leader Performance Dashboard](#), [Team Performance Dashboard](#), and [Multi-Team Organisational Performance Dashboard](#). The data and dashboards are operated from a [secure AWS server](#), and Smart Leader undergoes [ISO 9001 and ISO 27001](#) audits and re-accreditations annually.

The full toolkit is used to teach EBTL on the [Master Team Builder Course](#). There are [no extra costs involved during the course](#). After the course, Master Builders are free to use whatever tools they wish. For this course, however, we deploy Smart Leader Diagnostics as our learning platform. The EBTL concepts are relevant to all team builds, and all commercially available tools. The Smart Leader Toolkit, in part, or in full, is available to all fully trained [Registered Master Team Builders](#) and accredited OD/L&D/Coach practitioners. The list of fees are downloadable from our SmartLeaderAcademy.com website in the [Courses](#) section.

The toolkit comprises:

1. **Lead Self Psychometrics** — Mojo, Wired-Up, 4CHARACTERS, Work-With, 063 | 360, Weekly Reflections

2. **Lead Team Tools** — Team Dynamics, Team Comparability Heat Map

3. **Engage Team Tools** — My Team Pulse

4. **Build Team Tools** — Click-With, Team Charter, Team Roles, Weekly Team Reflections, FIXIT Toolkit

Collectively, these tools comprise the Full Monty” of best practice evidenced-based team build tools designed for Master Team Builders.