



BENCHMARK

MAKE SUCCESS A HABIT

Habit-based benchmarking for
selection, succession and development

HABIT-BASED LEADERSHIP BENCHMARKING

LEADERSHIP INVESTMENT IS EXPENSIVE.

Wrong decisions cost more.

- Development spend spread thin with unclear ROI
- High potentials chosen by nomination and politics, not evidence
- Succession risk discovered too late
- Generic development plans that don't change behaviour
- Weak bench strength hidden until critical roles are vacant
- Leadership risk increases as the business scales
- Execs hear great theory, but see little behaviour change
- Results vary widely by manager: no measurable standard
- Expensive mis-hires and slow exits: performance issues surface late.
- Culture and execution drift-leaders don't cascade priorities consistently.

Result: Leadership decisions stay subjective, slow, and hard to defend.

What is a habit?

A habit is what someone does repeatedly, under pressure, without thinking.

It's the default behaviour that shows up in decisions, meetings, conflict and execution.

Why this matters

Benchmark measures leadership habits because habits predict outcomes better than intentions.

What you receive

- Executive summary
- Participant group insights + benchmark alignment
- Action plan + progress measures

Ideal use cases

- Selection
- Succession
- Targeted development

HOW BENCHMARK WORKS

- 1) Profile leadership habits →
- 2) Benchmark against a success standard →
- 3) Build focused actions and track progress

BENCHMARK TURNS LEADERSHIP JUDGEMENT INTO MEASURABLE EVIDENCE

What's in it for me?

- A measurable view of leadership capability across individuals or teams
- A defensible way to select and promote (less politics, fewer false positives)
- Early warning on succession risk before it becomes urgent
- Targeted development that changes behaviour (not generic coaching)
- Executive-ready reporting: gaps, readiness, and progress
- A clear, defensible success standard for selection and promotion decisions
- A simple scorecard that shows measured progress

Bottom line: Stop guessing who will deliver - start investing in leaders who will.

How is Benchmark different from the market?

Most leadership models are academic frameworks, training programmes, or personality labels.

They can sound impressive, but often don't translate into execution.

- ✓ Behaviour-based (habits): not preferences or self-perception
- ✓ Benchmark-driven: compares leaders to proven success patterns
- ✓ Decision-grade: built for selection, succession and development
- ✓ Practical: shows what to improve, not just what you "are"
- ✓ Trackable: measures change over time

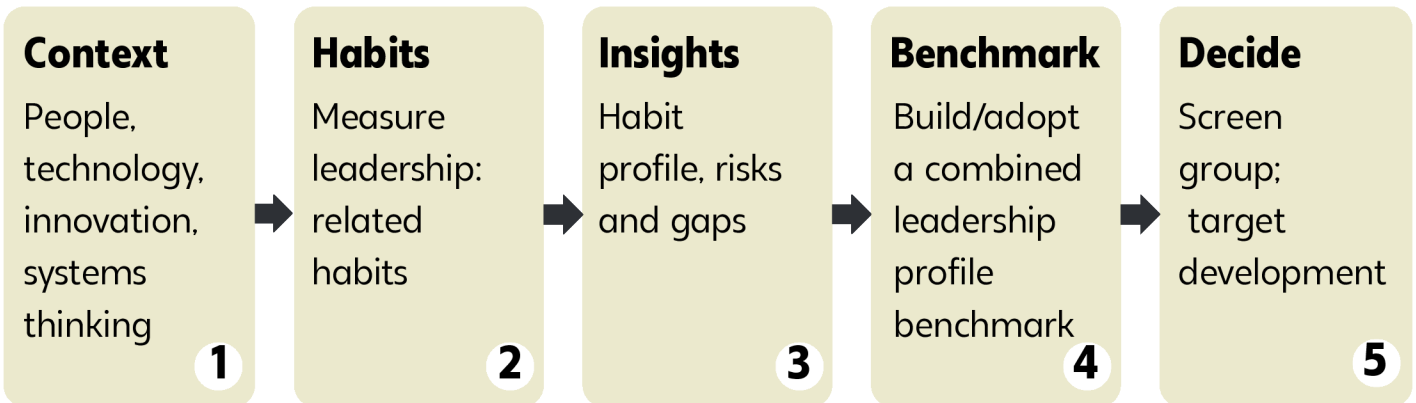
In short: Models explain leadership. Benchmark improves leadership decisions.

Why organisations work with me

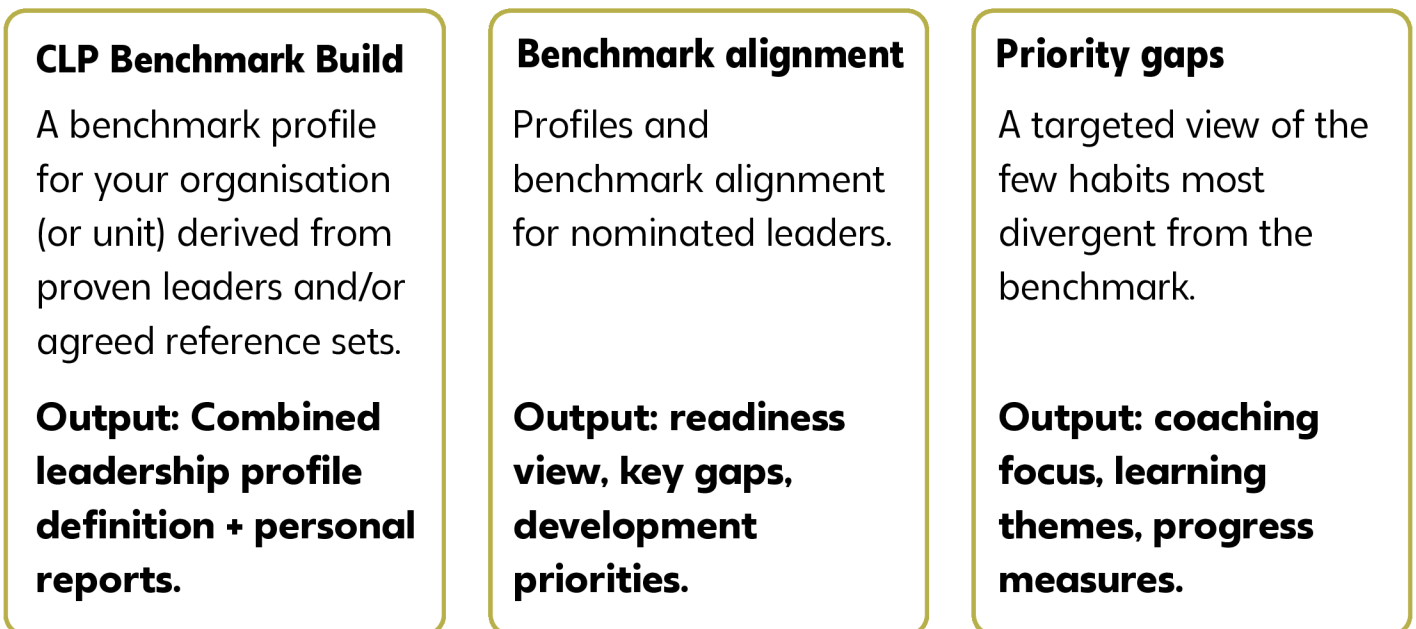
- Operator + researcher: pragmatic tools grounded in evidence for leadership decisions.
- Low-drama implementation: clear process, fast rollout, executive-ready reporting.
- Measured scaling: start with a pilot, validate outcomes, then scale.

FRAMEWORK-LED LEADERSHIP INVESTMENT DECISIONS

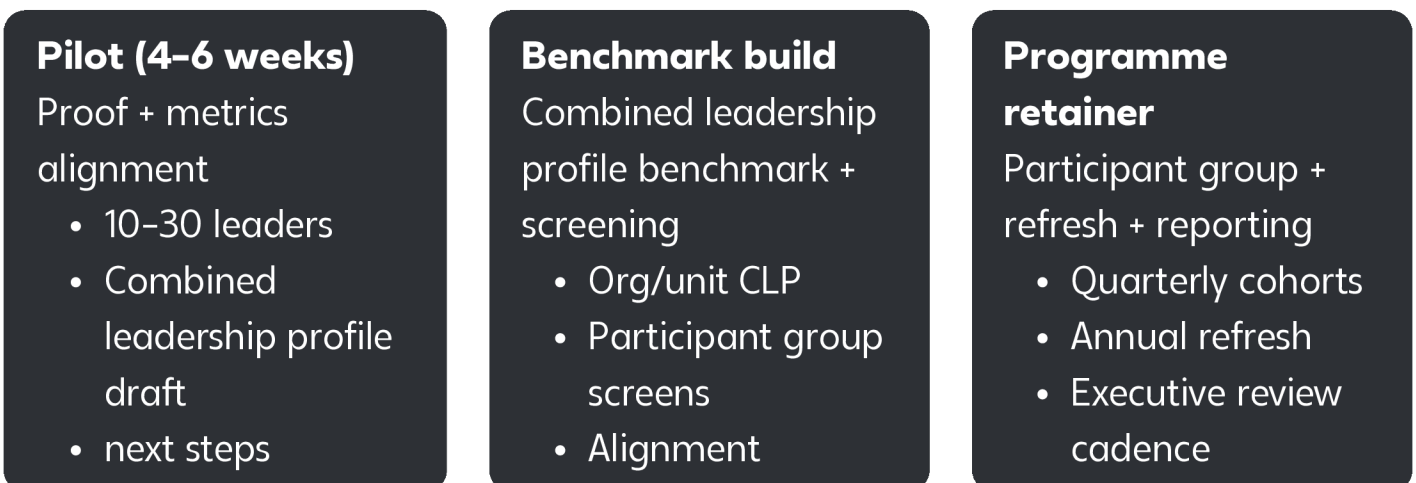
HOW BENCHMARK WORKS (KOTZE 5-PHASE FRAMEWORK)



CORE DELIVERABLES - COMBINED LEADERSHIP PROFILE (CLP)



ENGAGEMENT OPTIONS



FRAMEWORK-LED LEADERSHIP INVESTMENT DECISIONS

Credentials & credibility

- PhD (Management of Technology & Innovation), Da Vinci Institute (2025)
- MSc (Management of Technology & Innovation), Da Vinci Institute (2021)
- 25+ years executive leadership; built and scaled businesses across SA and the UK
- Habit profiling powered by the Shadowmatch assessment platform (used under license)



Wenzel Kotze (PhD)

Next step: 30-min discovery call

Clarify your program problem, confirm group and benchmark scope, and define the pilot metrics that matter to your Exco.

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Benchmark supports selection and development decisions through habit benchmarking. Outcomes depend on context and implementation.

