



# BENCHMARK

MAKE SUCCESS A HABIT

Leadership Development

## SUCCESS LEAVES CLUES. WE FIND THEM, WE MAP THEM.

Habit analysis reveals the core behaviors—the 'what'—behind successful individuals and teams. The relevance of the Benchmark approach stems from its ability to decode the core habits that fuel success, while constructing comprehensive blueprints across these performers and collectives.

This process delivers actionable solutions that:

- ✓ Identify the drivers of current success through habit analysis
- ✓ Replicate and amplify winning habits
- ✓ Optimize employee development initiatives
- ✓ Provide a clear blueprint of the habits that drive successful teams
- ✓ Identify those most valuable in long-term succession initiatives
- ✓ Maximize ROI on talent investment

Individuals with the highest likelihood of leading successful organisations and teams can be proactively identified through their leadership habits. The tool provides organisations with a robust evidence base for investing in human capital.

This enables more strategic, data driven decisions in allocating resources earmarked for leadership and team development.

Leadership that drives success is cultivated. It's not only a matter of skills, but also about enduring habits. This tool equips organisations with a forward-looking mechanism to identify and nurture talent pipelines. It helps secure insight into the leaders required for the future.

Habits, Measured, Mastered

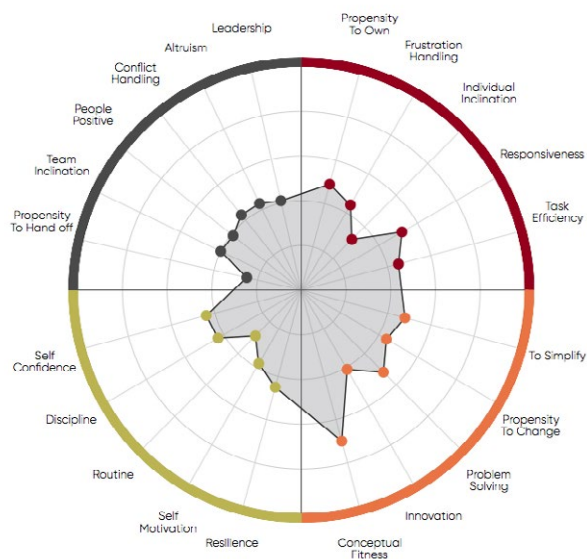
## FINDING THE CLUES

**From the Shadowmatch data derived, 21 habits (clues) and 4 attitude groups account for the differentiation between average and exceptional leaders in high-stakes industries.**

Let's first clarify what a habit is. It is patterns in behaviour, the things someone does repeatedly, under pressure, without thinking. It's the default behaviour that shows up in meetings, decisions, conflict, execution and accountability.

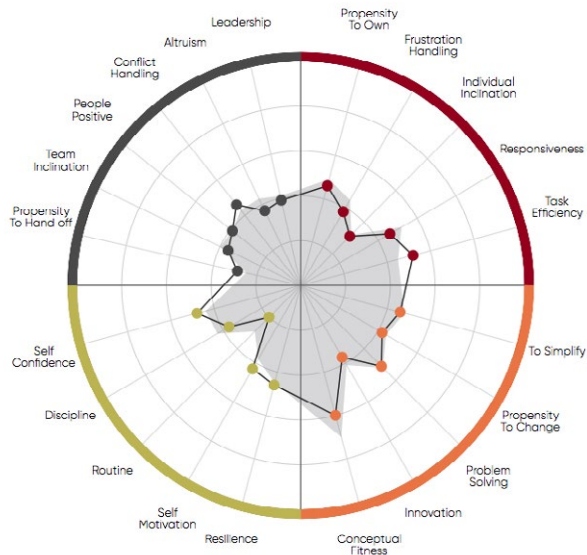
By collecting these habits, we can build comprehensive blueprints that extend across diverse industries and cross-functional teams, fueling organizational growth and leadership cultivation.

Through extensive habit analysis of leading executives in agriculture, mining, finance and manufacturing, predominantly in South Africa, a 2025 PhD thesis developed a combined habit profile of successful leaders. The 'what' of leading individual actions.

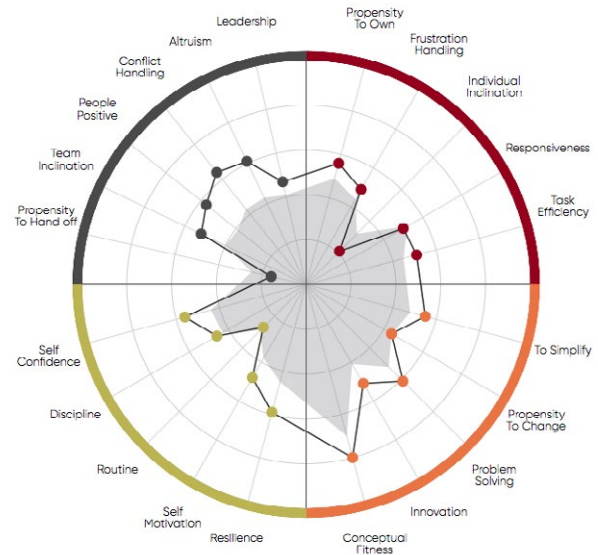


## MAPPING THE CLUES

Each diagram shows a comparison of the profile of an individual (the lines) against the profile of leadership success (the grey shape). These insights unlock diverse applications - from talent development to succession planning-, empowering more proactive, informed and data driven decision-making.



Individual A clearly shows a very strong alignment with the Leadership Profile and if the strategy is to identify, employ or develop individuals/teams similar to this profile, then individual A certainly will be a good match.



Individual B does not compare as well. Equipped with this information, areas for development or the option not to use this individual in this role becomes a matter of fact and not emotion.

## WE CAN BUILD YOUR LEADERSHIP BLUEPRINT NOW

- ✓ Make informed decisions on development programs - fast-track emerging leaders
- ✓ Individual and team comparison against industry leaders and specialised groups even within your organisation
- ✓ Streamline employee leadership development enhance decision-making in recruitment.
- ✓ Build a blueprint that underscores your growth and market orientation.

## COMPARE, UNLOCK & ACCELERATE

Evaluate your leaders against outstanding performers - or build your own team's unique blueprint of success. Get the exact insights to fuel growth and leadership development, resolve succession risk and employment pit falls. Benchmark affords you the opportunity to arm your organisation to thrive -not just survive- in a world of chaos, this is your unique advantage.

## THE VISIONARY BEHIND BENCHMARK



### EXPERIENCE

25+ years as Senior Executive across global industries

### QUALIFICATIONS

**PhD** Management in Technology & Innovation - Da Vinci Institute (2025)

**MSc** Management of Technology & Innovation - Da Vinci Institute (2021)

**BBA** - University of Potchefstroom (2005)

**National Diploma** Construction Management - Tshwane University of Technology (1993)

## Wenzel Kotze (PhD)

### A REVOLUTIONARY PARTNERSHIP

I developed Benchmark—a transformative tool that maps individuals' and teams' habits against accomplished corporate leaders, via a creative partnership between my doctoral studies and Shadowmatch. It delivers clear signals of leadership potential and pinpoints high-potential talent for targeted development.

By decoding precise habits behind current individual and team success, it enables replication and sustained excellence—transforming trusted internal talent into a low-risk, high-ROI leadership pipeline. Leadership and success shouldn't be guesswork; we can create a measurable blueprint via habit analysis.

### KEY INSIGHT




- Understanding your current success forges the bedrock for future prosperity and growth.
- Nurture the talent you already trust and employ by developing your known leaders and teams.

### MY VALUE & PURPOSE

- Provide executives with clarity on who can actually execute your strategy—and who can't—preventing gambles with resources on wrong hires, promotions, and development bets.
- Data-driven team and group development, grounded in proven current successes to eliminate speculation.

*“Before you are a leader, success is all about growing yourself. When you become a leader, success is all about growing others.” – Jack Welch*

## CONTACT ME

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