



MOSAIC
Performance
Framework

Leadership Mosaic Pricing Overview

Standard Features:

Leadership Mosaic Survey

The standard Leadership Mosaic includes 60 Likert-scale items that measure specific aspects of leadership empirically shown to link to performance in a variety of business outcomes. The Leadership Mosaic is a multi-rater feedback tool, commonly referred to as a 360-degree survey where feedback is solicited from people who interact with the leader being assessed. This data is then compared to the leader's own self-assessment of his or her perceptions of their effectiveness on a variety of leadership components.

Two open-ended items and comment export

Leadership Mosaic includes two, standard open-ended items. These items are reported verbatim in the standard Leadership Mosaic. Advanced text analytics are available, if desired, for an additional fee.

Digital survey administration

Individualized link: Individual survey links can be deployed with unique employee identifiers that link to your HRIS. This provides anonymity of respondents while also providing you with the ability to cut the data by any demographic categories you currently track across your organization. This method also reduces the need for employees to enter their own demographic information into the Leadership Mosaic.

Standard Leadership Mosaic Reports in .pdf

Standard Leadership Mosaic Reports are provided to clients in .pdf format. [Click here to see a sample report.](#)

Add-on Features:

Link to client HRIS

Clients will be provided a data feed template to structure data in such a way as it can be uploaded into the Leadership Mosaic. This option allows for the automatic invitation of supervisors and/or direct reports. Validating and cleaning the data in the data feed can be provided at a rate of \$250 per hour.

Customized invitations, reminders, and respondent communications

Customized communications can be created upon client request to help support successful Leadership Mosaic deployment. The cost for these services is billed at a rate of \$250 per hour.

Custom items (Likert Scale)

Customized Likert Scale items can be added to the standard Leadership Mosaic.

Custom items (Open-ended)

Customized open-ended items can be added to the standard Leadership Mosaic.

Text analytics

Our text analytics tool provides theming for the two standard open-ended questions in the standard Leadership Mosaic and can be deployed to analyze additional open-ended questions added to the Leadership Mosaic by the client. Text analytics is designed to be used with English items only. Translations can be done when requested for an additional fee.

Survey translation services

Currently, the Leadership Mosaic is available in English only. Additional languages can be provided upon request, but additional time and fees will be required to allow time for proper translation of the survey and open-ended responses.

Access to add-on modules

Add-on modules are short, sub-scales that are designed to be optionally appended to the standard Leadership Mosaic to allow clients to dive deeper into specific topics of interest.

Rapid deployment option

Rapid deployment of the Leadership Mosaic (less than 48 hours from survey launch) is available for an additional rush fee of 30% of the total survey cost.

Paper survey administration

In rare cases, the deployment of a paper survey may be most appropriate for your needs. In such cases, clients are expected to manage the survey distribution and collection process.

Leadership Mosaic FAQs

Is the Leadership Mosaic, right for my organization?

The Leadership Mosaic might be a good fit for your organization if you are interested in providing your leaders with an understanding of the underlying cultural factors that are giving you the results you are currently getting, if you want to actively engage your workforce in creating tangible change, or if you want to simply get a baseline understanding of where your organization is today and what you may want to focus on in order to better drive your strategy.

What is the pricing for the Leadership Mosaic?

The Leadership Mosaic is priced on a scaled model:

Total Number of Surveys	Price Per Survey
1-10	\$300
11-25	\$275
26-50	\$250
51-75	\$225
76-100	\$215
101-150	\$175
151-200	\$170
>200	Let's chat

How many questions are on the Leadership Mosaic?

Leadership Mosaic consists of 60, Likert-scale items covering 12 aspects of organizational leadership and culture that have been empirically linked to organizational performance. The Leadership Mosaic also includes two standard free-response items which can be customized to meet your specific needs and interests.

Can we deploy the survey online?

Leadership Mosaic can be deployed online or via paper in order to meet the diverse needs of our clients.

What languages are available?

Currently, Leadership Mosaic is only available in English. We will be developing translations of our surveys in the coming years.

Can we add items to the Leadership Mosaic?

In order to maintain the validity and reliability of our core Leadership Mosaic, the default items can only be modified slightly without altering the intent of the items. Our team will work with you to determine what, if any, changes can be made while ensuring the

integrity of the assessment. The free-response questions can be modified, and additional items can be added to the default survey if desired.

How long does the survey take to complete?

Leadership Mosaic typically takes between 10 and 15 minutes to complete.

How do you ensure respondent anonymity?

Creating a safe space for respondents to be open and honest is critical to our mutual success. Anonymity is ensured in a variety of ways. Leadership Mosaic reports will only ever break out data for subgroups containing at least four or more respondents. The only exception to this is data breakout reports for a boss or bosses. This feedback will always be broken out individually and will be labeled with the boss' name.

For Leadership Mosaics deployed using individual links utilizing data from a client HRIS, each respondent is assigned a unique identifier. With this, we at no time have names of employees to link to their Leadership Mosaic responses but we will be able to generate reports of demographics based on this information. Again, to maintain anonymity, no sub-reports will be generated for three or fewer respondents.

Our staff may be a bit wary about the anonymity of their responses. Is there anything you can do to help ease peoples' concerns?

We provide tips and best practices to our clients as they prepare to deploy their Leadership Mosaic. We also provide standard invitations and reminders which are specifically crafted to help create trust in the process. Additional change management and communication support is available upon request to help set the stage for a successful deployment at a rate of \$250 per hour.

How long does it take to get our results?

We believe that speed to value provides our clients with the ability to drive change more quickly and easily which is why we work to get your data back within 48 hours of closing the Leadership Mosaic for most projects. For larger, more complex projects, this timeline may take longer.

How do we receive our survey data?

Individual leader participants will receive their Leadership Mosaic data electronically in a .pdf file. These files will be stored in our secure, cloud-based system and will be accessible to you in the future upon request.

Can we get assistance understanding our data?

Yes. Feedback coaches who are experts in interpreting the results of your Leadership Mosaic are available to meet with you upon request.

How long does the entire process take from the time we start to the time we get our data?

The process timeline can vary quite dramatically based upon the number of Leadership Mosaics that are being completed at any one time. Typically, the process takes anywhere from 2-3 weeks from the launch of the survey.

How do you secure our data?

gothamCulture uses a third-party vendor, Qualtrics, to house and maintain our Leadership Mosaic database. This provides one extra level of separation to ensure that anonymity is guaranteed.

How do you use our data?

In order to continue to develop and validate our assessments, your de-identified data will be added to our growing benchmark in order to enhance the value that all users obtain from the Leadership Mosaic.

How long do you keep our data?

To make the Leadership Mosaic as valuable an assessment as possible, we de-identify all data and add it to our database. This data is kept in perpetuity so that we can norm future data against our constantly growing database. Your data will be assigned a unique identifier that will ensure that it is never possible for someone to access your data in relation to the name of your organization.

What do you need from us to support the process?

We will need some level of partnership during the planning process to ensure that we are developing a survey methodology that will successfully help you meet your goals. You will also need to be prepared to support the following activities unless you have us do them for you:

- Communications customization
- Setting expectations about the process with your team
- Change management

Can we contribute to future research?

Of course! We are continuously researching our framework and assessments to ensure we are providing as much value to our clients as possible. Some clients elect to provide organizational performance data to us to pair with the Leadership Mosaic data to add to our ongoing research. This data will always be de-identified and will only be utilized in our ongoing research. It will never be provided to a third party.

- As an extra incentive to participate in our ongoing research, we offer a 5% discount on total survey fees for your support.

What does the Diversity, Equity, Inclusion, and Accessibility (DEIA) subscale assess?

The DEIA subscale is an optional add-on scale that assesses four key aspects of social justice. This 24-item assessment takes approximately five minutes to complete.