



Leadership Performance Survey™ (LPS)

The assessment component of our Leadership Performance Accelerator™

The *Leadership Performance Survey™* (LPS) is a finely-tuned combination of proven leadership competencies sharpened by leading edge thinking and advanced technology. A plethora of recent research clearly demonstrates that great organizations have leaders that competently build environments, execute practices and enforce values that less admired leaders overlook. The LPS™ helps determine where to focus energy and leadership development for maximum impact.

The Leadership Performance Survey™ Generates Three Indices

Leadership Index

Each of 80 statements represents an activity or practice that exceptional leaders consistently do well. They are divided into five critical leadership competencies called the *5 Focus Factors™*.

- Vision and Inspiration
- Communication
- Staffing and Development
- Decision Making
- Resource Management

Workplace Index™

Each of 36 statements represents workplace environmental factors that affect an organization's ability to retain top performers and create an environment in which they will thrive. They are divided into four high impact cross-function factors:

- Staffing & Workloads
- Work Relationships
- Strategic Awareness
- Work Environment

Trust Index™

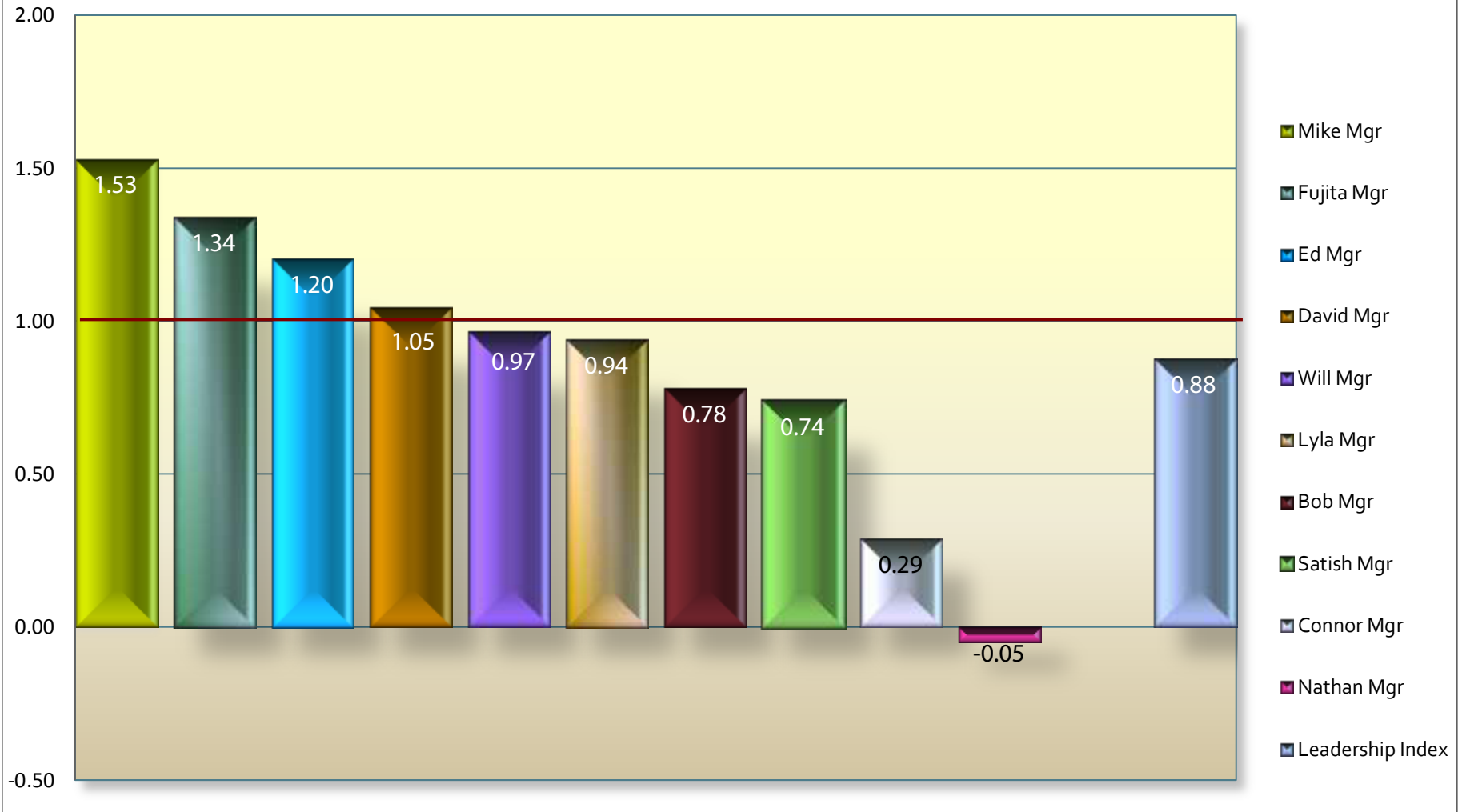
A subset of responses from the Leadership and Workplace Indices, this index indicates the degree of trust existing between leaders and those on whom they depend. An individual Trust Index™ is established for each participating manager and a composite index is established for the organization.

Uniquely, our process

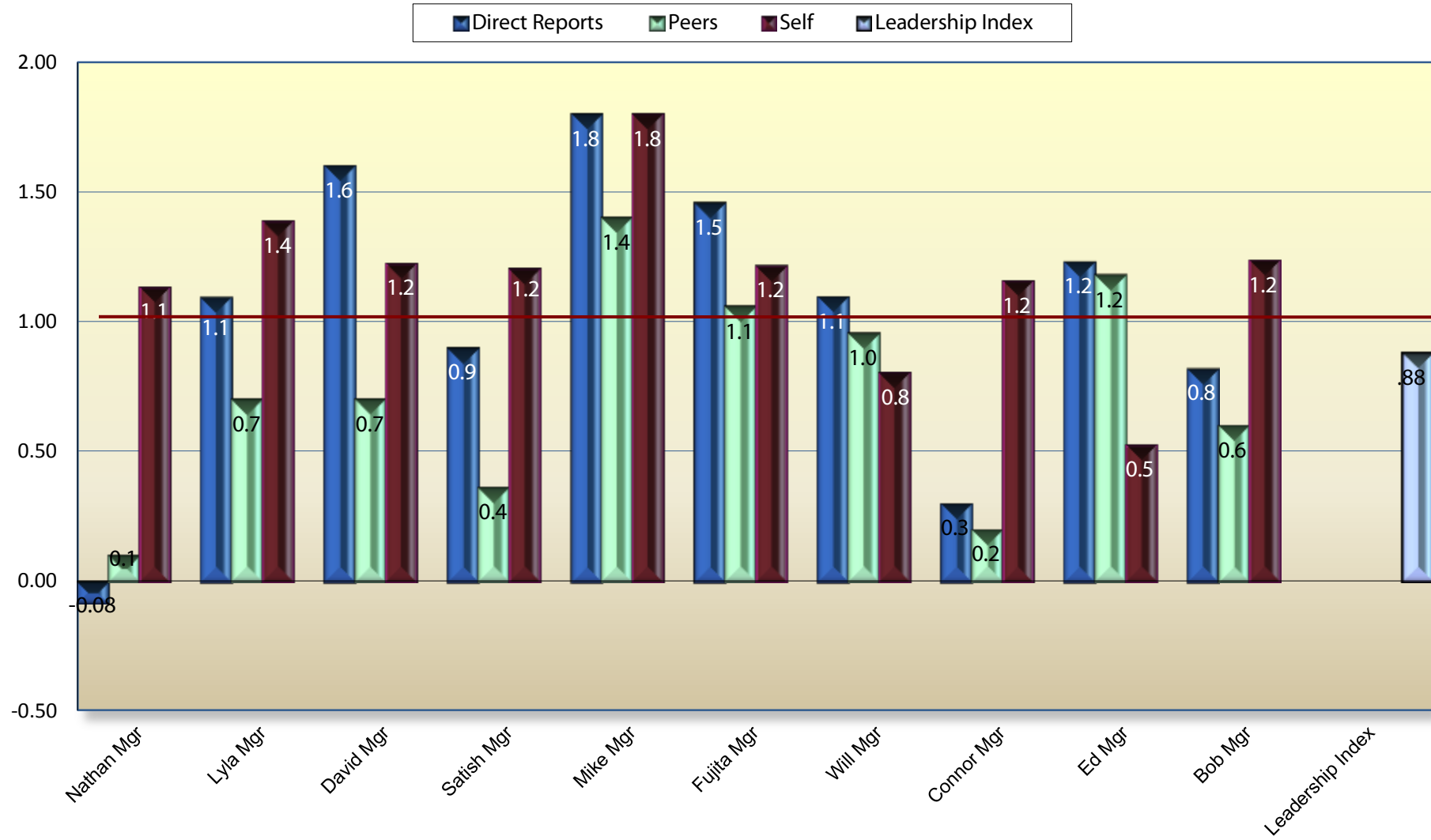
- Determines the indices for each manager and rolls them into organizational benchmarks at each level.
- Provides information necessary to institute internal leadership-mentoring, both vertically and horizontally.
- Captures written comments and allows ample opportunity for including them.
- Identifies organization-wide strengths & inhibitors and makes visible those areas that will realize the greatest impact from development and training investments.
- Combines with the ProfileXT to delineate low scores caused by skill/knowledge based issues from behavior/trait based issues.
- Completed via the Internet, the LPS requires about 20 minutes and the ProfileXT about 60 minutes.
- Our process, known as the *Leadership Performance Accelerator™* (LPA), is comprised of four phases designed to quickly generate measurable impact. We offer facilitation services when it makes sense.
 1. LPS™ to understand where you and your organization are now and on what to specifically focus.
 2. Action Planning that uniquely involves both leader and subordinates and gains commitment
 3. Checkpoints to ensure progress
 4. Reassessment to measure improvement and correlate to business performance results.

What is your Leadership Index? On what do you need to focus to drive industry leading performance?

Group View Leadership Index by Manager



Group View Leadership Index by Respondent Type by Manager



Group View Vision & Inspiration Index by Manager by Respondent Type

