

Leadership Impact® [L/I]



Computer Scored



Accredited Only

Individual Development

For managers and executives to truly lead an organisation, they must transform, shape and influence the organisational context, employee interaction and how employees approach their work. Leadership/Impact® is a transformational tool, developed for leaders to become aware of the impact of their own leadership strategies and how these affect the performance of their organisations.

Measuring Leadership Performance

Leadership strategies – this instrument measures the extent to which the leader personally acts in prescriptive versus restrictive ways.

Impact on others – this instrument measures the extent to which the leader motivates or drives people to behave in constructive versus defensive ways.

Leadership effectiveness – this instrument measures current performance using both personal and organisational criteria.

Leadership/Impact® provides the necessary information to develop change and improvement strategies.

Benefits for Leaders and their Organisations

The text and graphics feedback report provides essential information for leaders and organisations interested in improving performance:

- ▶ compares the current impact leaders have on people to the ideal impact they envision
- ▶ reviews manager's own perception of their leadership strategies compared to description by others
- ▶ reveals how current leadership styles and strategies are shaping the behaviour and performance of others throughout the organisation - and indicates how to move toward leadership strategies that positively impact organisational effectiveness, performance and productivity.

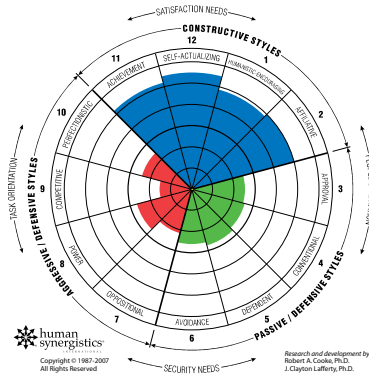
The L/I Package

Standard L/I package includes:

- ▶ 1 x Self Description - Ideal Impact
- ▶ Up to 12 x Description by Others

A powerful tool that measures the impact of leaders on organisational performance

Leadership/Impact® [L/I]



Leadership Strategies

	Prescriptive
<u>Envisioning</u>	Defining
<u>Role Modelling</u>	Exemplifying
<u>Mentoring</u>	Active
<u>Stimulating Thinking</u>	Lateral
<u>Referring</u>	Positive Referents
<u>Monitoring</u>	Managing by Excellence
<u>Providing Feedback</u>	Positive
<u>Reinforcing</u>	Rewarding
<u>Influencing</u>	Reciprocal
<u>Creating a Setting</u>	Facilitating

Impact on Others

Constructive

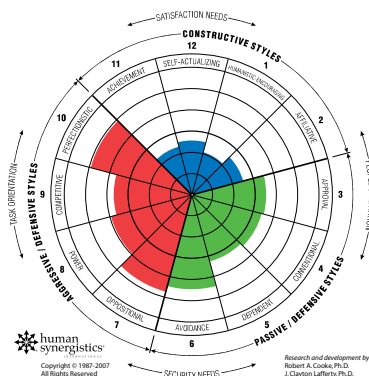
Leadership Effectiveness

Personal

Relaxed and at ease
 Ready for promotion
 Accepts feedback constructively
 Interested in self-development

Organisational

A visionary, a future-oriented leader
 Enhances others' productivity
 Makes people feel empowered
 Brings out the best in others
 Emphasises long-term effectiveness



Leadership Strategies

	Restrictive
<u>Envisioning</u>	Delimiting
<u>Role Modelling</u>	Circumscribing
<u>Mentoring</u>	Passive
<u>Stimulating Thinking</u>	Vertical
<u>Referring</u>	Negative Referents
<u>Monitoring</u>	Managing by Exception
<u>Providing Feedback</u>	Negative
<u>Reinforcing</u>	Punishing
<u>Influencing</u>	Unilateral
<u>Creating a Setting</u>	Constraining

Impact on Others

Defensive

Leadership Effectiveness

Personal

Tense and stressed out
 Not ready for promotion
 Reacts to feedback defensively
 Not interested in self-development

Organisational

Traditional, day-to-day manager
 Reduces others' productivity
 Makes others feel "micro-managed"
 Brings out the worst in people
 Emphasises short-term performance



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