



Leadership Impact Assessment

Leadership is influence and impact. So how are your leaders affecting your organization? Are they creating the type of culture that effectively unleashes the potential of your human resources? If not, transform your organization—from the top down—with Leadership/Impact.

What is Leadership Impact (L/I)?

Leadership/Impact is a 360° assessment (20-30 minutes to complete) that provides leaders with insights on how they approach their work and the impact they have on people around them.

Leadership Impact (L/I) is a unique feedback system that provides leaders and others with leadership responsibilities with insights regarding how they approach their work and the impact they have on the people around them.

L/I will provide the participants with information about their:

- Leadership effectiveness along task, people, and personal criteria
- Impact on others, in terms of the extent to which they motivate and drive the people around them to behave in Constructive versus Defensive ways; and
- Leadership approaches, in terms of the frequency with which they carry out their responsibilities in Facilitating versus Inhibiting ways

There's no denying leadership's role in determining how well (or how poorly) your organization performs. The cumulative impact of each leader's day-to-day actions is what brings success...or setbacks. How are your leaders affecting your organization? Are they having a positive or negative impact on the work and performance of others?

How Does Leadership Impact Work?

L/I feedback is based on information collected using two forms of the Leadership/Impact inventory:

1. The L/I Description by Others Inventory is completed by approximately five people selected by the participating leader to describe his or her overall effectiveness, impact on their behavior, and his or her approach to various responsibilities common to the jobs of most middle-to lower-level managers.
2. The L/I Self-Report Inventory is completed by participant managers to identify their self-perceptions regarding their leadership approaches and the impact that they ideally would like to have on the behavior of the people around them.

PRODUCT APPLICATION

Use Leadership/Impact to:

- Identify the need for leadership development, as well as a direction for change
- Provide the foundation for cultural change through leadership development
- Help leaders understand the implications of their behavior, and adopt strategies to increase their personal and organizational effectiveness.



The inventories take approximately 20 to 30 minutes to complete. Results are presented to participants in a comprehensive, confidential feedback report that includes plots, Circumplexes, bar charts, tables, descriptive text, and recommendations for improving management effectiveness.

Feedback from L/I enables participating managers to compare:

- their desired future effectiveness to their current effectiveness, as described by the people around them
- the impact that they ideally would like to have on others to the impact that they actually have on others
- their self-perceptions of their management approaches to the descriptions by others

Shaping Others' Behavior

To be effective, your leaders need to know if what they're doing (and how they're doing it) is moving your organization forward. This requires understanding the influence or impact they are having on their direct reports and others.

Leadership/Impact (L/I) is a 360° assessment that provides your leaders with targeted feedback on this impact—specifically, the leader's influence on how those around him or her approach their work and interact with others. This informative "window" reveals not only the direction of the leader's impact, but also its implications for his or her effectiveness—and that of the organization as a whole.

Successful Strategies?

L/I adds an important new dimension to the feedback typically made available to managers and executives. Direct reports and peers use L/I to describe not only the strategies used by the leader, but also how these strategies affect their own on-the-job behavior and ability to perform to their potential.

One-of-a-Kind Resource

Following the L/I assessment and scoring processes, each leader receives his or her own L/I **Personalized Feedback Report**. In addition to presenting assessment results, this helpful resource enables the leader to plan and implement the changes needed to improve his or her impact—for enhanced personal and organizational effectiveness.