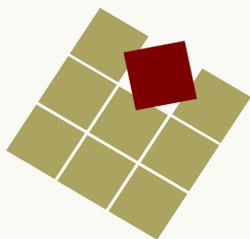


LEAD 360° Leader & Manager Assessment



Transformational Leadership & Transactional Management

You lead people and you manage systems. Transformational leadership — you lead people — is a competency related to inspiring and motivating others. It is based on a personal relationship between the person doing the leading and the person(s) willing to follow. Transaction management — you manage systems — is a competency related to ensuring that employees have the systems, processes and other enablers to encourage and support outstanding performance.

Research shows executives, directors, managers, supervisors and administrators are most effective when they have both Transformational Leadership and Transaction Management competencies. The competencies assessed in the LEAD 360° are as follows:

Transformational Leadership Competencies

Innovators: These leaders are creative, clever and create a readiness for change. They communicate visions for change and package the future in compelling ways. They experiment and try new ways to do things.

Brokers: These leaders are growth and opportunity-oriented. They work well across organizational boundaries to put people and resources together, focusing on creating win-win solutions.

Facilitators: These leaders are people and interaction-oriented. They manage conflict, promote discussion and seek understanding. They actively promote participation and openness in the organization.

Mentors: These leaders are concerned and empathic. They are aware of the needs of others and aid them in their personal and skill development. They actively pursue the growth and development of others.

Transactional Management Competencies

Producers: These managers are results-oriented and work-focused. They encourage productivity improvement through aggressive actions. Producers are competitive and hard-driving.

Directors: These managers are decisive, logical and analytical. They provide structure through goal-setting, measurement, priority-setting, and planning. They favor a “management by objectives” approach.

Monitors: These managers are oriented towards stability, ensuing rules and policies are applied. They are technically expert and well-informed. They have a passion for detail, documentation and rational analysis.

Coordinators: These managers are dependable and reliable. They maintain structure, coordination and ensure smooth work flow through process engineering, managing schedules and managing assignments.

360° Leader & Manager Coaching Process

The 360° results provides the person with a self-assessment on his or her leadership and management competencies and compares it with assessments from his or her boss, colleagues and direct reports. Include a coaching package with the assessment and feedback to help the person see his or her strengths, weaknesses and opportunities for improvement.

A comprehensive work book for improvement planning is included in this 360° process. The manager and the leadership coach work through each section ensuring that the assessment leads to personal insight and application.

Contact us to the benefits and how to proceed with this 360° process.

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