

# LEADERSHIP PERFORMANCE INDEX® (LPI)

The Leadership Performance Index® is a unique and globally accepted online feedback system targeted to assess a leader at the level at which they are performing.

Combining input from supervisors and direct reports, a broad perspective of the leader's strengths and developmental needs are delivered based upon specific competencies relative to their level of leadership.

Providing both qualitative and quantitative data, the results provide crucial information for individual awareness and improvement, as well as assist your organization in effectively and strategically determining training needs, improving coaching and developing teams.

## INCREASE YOUR TRAINING ROI

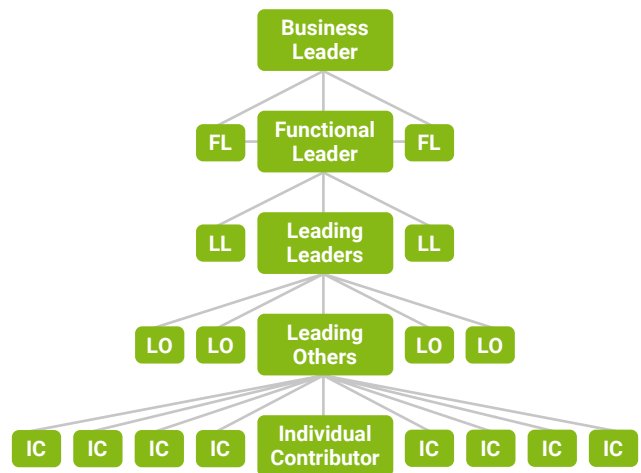
Self awareness is the first step in creating performance change. The LPI results deliver critical feedback to begin making the necessary adjustments immediately. Aggregating feedback from multiple levels within the organization, coaching and training can be customized for each individual, reducing training time and maximizing effectiveness.

Each leadership level has a distinct position that calls for adjusted values and time applications combined with new skills. Used as the benchmark for The Leadership Transition Program™, the LPI clearly evaluates leaders at each level of leadership.

### QUICK TIPS

- For coaching or training to have an impact, individuals must measure their specific leadership skills, work values and time priorities to recognize a learning and developmental need within themselves
- Use the LPI as an organization wide vehicle in anchoring the leadership competence framework.
- Used as an alternative or supplement for dual performance appraisals, make the LPI your personalized annual benchmark.

## LEADERSHIP PERFORMANCE INDEX RATING STRUCTURE



## ACCELERATE THE TALENT POOL

Development of high potential employees and executives can be challenging. LPI provides critical targeted data that is useful in motivating successful people to adjust their behavior.

Once leaders know how they are doing relative to what they are supposed to be doing, a cognitive breakthrough occurs. Leadership growth and development rapidly launches and accelerates.

