

“Effective leaders outperform ineffective leaders every time.” – Bill Adams

EXECUTIVE TEAM: LEADERSHIP PROFILE

The Executive Team: Leadership Profile provides team members with increased awareness of their leadership effectiveness, measuring defined competencies that either contribute to or limit high achievement leadership. This information is integrated so that key opportunities for development immediately rise to the surface. This creates a foundation on which groundbreaking change can occur at a higher level and sustainable pace.

Confidential: 360 is confidential between coach and client. Upon completion, each leader will receive rich feedback from their coach regarding their leadership strengths, challenges, and future-focused guidance.

Team Profile: The Executive Team’s results are aggregated to create a team leadership effectiveness profile. These results are normed against top performing leaders from the LC 360 database of 148,000 leaders across the world.

Simple Online Process: Each executive completes a self-assessment and selects 15-20 raters (boss, peer, and direct reports), who each complete a 20 minute assessment for the executive. All results are aggregated and unattributed, except those of the boss. The coach debriefs results with each executive privately in a 90 minute session, with 2-4 followup coaching sessions to set and measure goals.

Actionable Results:

- Increased leadership awareness for each executive and the team as a whole.
- A common language that defines the traits of leadership effectiveness, enabling clear performance feedback, a common standard of behavior, and goal-setting.
- One big thing: working with a coach, each team member commits to focusing on one behavior shift to increase their leadership effectiveness.
- For the organization, completion of the Leadership Profile Assessment demonstrates that the executive team is committed to a growth mindset of continuous improvement and learning.

Contact Amii to transform your team.