

# Leadership Effectiveness Analysis™



## Introduction & Overview:

Development, whether for individuals or organizations, requires clear insight into current strengths and weaknesses—insight that not only points out the need for change, but also the direction in which change should take place.

To that end, the Leadership Effectiveness Analysis™ (LEA™) is a highly-respected assessment tool that an executive can complete to gain a baseline assessment of his or her individual leadership strengths and weaknesses. While other assessment tools are quick to define “the right way to lead,” the LEA is firmly grounded in the notion that true leaders take many forms, encouraging users to discover truths about themselves so they can take meaningful action in the direction of personal and professional growth.

## Measuring what Matters:

The LEA measures 22 leadership behaviors grouped into 6 core functions. The result is a uniquely insightful profile full of rich and practical insight that can be leveraged to expand both individual and organizational success.

### Creating a Vision

- Conservative
- Innovative
- Technical
- Self
- Strategic

### Developing Followership

- Persuasive
- Outgoing
- Excitement
- Restraint

### Implementing the Vision

- Structuring
- Tactical
- Communication
- Delegation

### Following Through

- Control
- Feedback

### Achieving Results

- Management Focus
- Dominant
- Production

### Team Playing

- Cooperation
- Consensual
- Authority
- Empathy

## Leveraging the LEA Suite

- Use the LEA Self to:** gain insights into an individual leader’s own practices, perspectives, and behaviors.
- Use the LEA 360™ to:** provide leaders with feedback from their boss(es), peers, and direct reports. This contextualizes behaviors and illuminates gaps between perception and reality.
- Use the LEA Role Expectations™ to:** establish leadership priorities for a particular role or roles. This is an ideal tool when hiring for critical positions or restructuring roles and responsibilities.



## Capitalizing on Key Findings:

By defining the leadership role in terms of 22 specific practices, the LEA provides individuals with a diagnostic “snapshot” of their approach. Once an assessment is complete, a customized action plan can quickly be established to build accountability into the leadership development process. Lastly, after a period of implementation, the individual will have the opportunity to evaluate progress and create a modified action plan to maintain momentum and capitalize on growth opportunities moving forward.