

Diagnosing Leadership

Diagnosing leadership capacity and potential can take different forms. Let us talk to you about these if you are thinking of individual or team development.

DDI Leadership Mirror[®]

Our team has extensive experience with DDI's Leadership Mirror[®] 360 survey, a completely customisable online easy to use tool with in-depth competency based reporting for personal insight and development planning.

Benefits of Leadership Mirror[®]

- Conduct individual, small or organisation-wide 360 assessments.
- Appropriate for individuals and leaders at all organisational levels.
- Access DDI's extensive competency libraries and standard surveys, or create customised surveys using own competencies.
- Identify specific individual and group strengths and development needs, based on competencies required for successful performance.
- 1:1 or group feedback sessions gives individuals and teams the understanding of their reports and provides clear development suggestions and resources for improving their performance.

Insights[®] Discovery

A personal style profile can add depth of insight for team and personal development - talk to us about Insights[®], a fun high impact profiling tool.

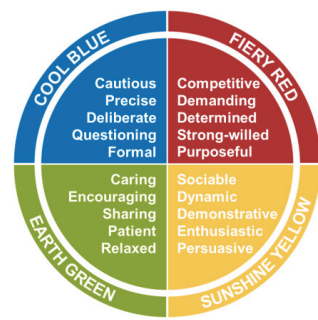
Benefits of Insights[®] Discovery

- Memorable, fun and fascinating - each individual receives their Insights Discovery Personal Profile.
- Enables individuals and teams to quickly understand their strengths and challenges.
- Creates a positive common language enabling people to discuss personality and preference and the differences between people in a positive way.
- Participants learn about their strengths and areas for development and how to be more effective.
- 1:1 or group feedback sessions gives individuals and teams the understanding of their reports and clear development suggestions and resources for improving their performance.

Example LM Report Snapshot

PERFORMANCE AREA / Item	Relation	n	1	2	3	4	5	Gap from Self	Range of Scores
COACHING (Overall performance area combines scores from all items below)	Self	4	3.25						3.4
	Mgr	4	3.00						-0.25
	Peer	12	3.25						0.00
	DR	12	4.17						0.92
	On	12	3.75						0.50
	Anon	0							0.50
All	40	3.55						0.40	
Rate Dist%			5	30	60		5		
Clarifies the current situation Clarifies expected behaviors, knowledge, and level of proficiency by seeking and giving information and checking for understanding	Self	1	4.00						4.4
	Mgr	1	4.00						0.00
	Peer	3	4.00						0.00
	DR	3	4.67						0.67
	On	3	3.67						-0.33
	Anon	0							0.67
All	10	4.10						0.10	
Rate Dist%			10	70		20			
Explains and demonstrates Provides instruction, positive models, and opportunities for observation in order to help others develop skills; encourages questions to ensure understanding	Self	1	3.00						3.3
	Mgr	1	3.00						0.00
	Peer	3	3.33						0.33
	DR	3	4.00						1.00
	On	3	4.00						1.00
	Anon	0							1.00
All	10	3.70						0.70	
Rate Dist%			30	70					

Insights[®] 4-Type Wheel



The knowledge both tools provide, by comparing how individuals see themselves to how others perceive them, can be a powerful aid in the design of focused, high-impact development plans. Results can be used to monitor the development process, prioritise training, and provide focus for leadership development programmes.

Assessing potential can be difficult, but our broad array of assessment services help enable this process. We have a range of other options from fast, cost effective tools to more comprehensive and very in-depth assessment / development centres.