

# LEADERSHIP PERCEPTION INVENTORY

EXCEPTIONAL business leaders have many skills, but perhaps one common characteristic – the ability to influence and inspire people.

Rarely does this level of influence come naturally. However, these abilities can be acquired and consciously developed to a degree that drives substantial benefits for the organisation and the individual concerned.

The starting point is awareness of current perceptions of the leader, enabling the individual to take stock, improve some behaviours and refine others.

## A TOOL TO DEVELOP LEADERSHIP

After working with nearly 1,200 leaders, Change Partners has developed an effective means of alerting leaders to the perceptions of others – the Leadership Perception Inventory.

The inventory enables Change Partners to link feedback on perceptions about the leader to specific behaviours. These behaviours can then become a focus for change or may be further developed.

## THE METHODOLOGY

A proven methodology is applied whereby highly specialised analysts conduct face-to-face interviews with six to nine people that interact with a leader. Information is collated and analysed, and feedback provided.

Strict protocols govern the treatment of feedback:

- It is written in a way that protects the anonymity of participants
- It is not placed on a personnel file – it is the sole property of the leader engaged in the process
- It is used solely for growth and learning purposes; never for performance management

## THE VALUE

The information contributes to the development of the leader-in-the-making, suggesting answers to that key question, 'Where to from here?'

It contributes to self-awareness by revealing not only behavioural characteristics, but the effect these behaviours have on others and the reactions that typically ensue.

The information bridges the gap between leadership theory and the day-by-day practice of leadership. It highlights what to do and how to do it to bring the best out of others.

## CLIENT ENDORSEMENTS

The Leadership Perception Inventory is remarkably effective, as these responses by clients confirm ...

- The LPI was one of the most valuable and specific-to-development tools I have experienced



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- It was critical as it identified development areas and gave valuable insights
- I have requested a second LPI because honest feedback has been very valuable in my development
- It was accurate and (resulted in) insightful comments from my colleagues
- It showed that others respect my opinion more than I realised
- The LPI process was a hurting truth
- This is one report that I will keep and read. Two years down the line, it will be interesting to see if I get similar results
- The LPI identified areas of development and helped me set new goals. It reinforced my positive qualities and opened my mind.