

DISCOVERING AND GROWING LEADERSHIP POTENTIAL

Features and Benefits

- ▶ Succinct and focused competencies: Our research shows that concise and focused leadership assessments produce more reliable and valid data.
- ▶ What really matters: The unique 'do more' or 'do less' special feature makes it possible for each rater to indicate whether they want the person being rated to do more or less of a behavior.
- ▶ Customized questions: Up to five open-ended questions in each assessment and they can be customized to the participants' unique situation and challenges.
- ▶ Detailed and instructional feedback report: The 20+ pages of these reports leads participants through the interpretation of their data and the creation of an actionable goal setting process.
- ▶ Group Reports: In addition to valuable individual feedback reports, Discovery Leadership Profile and Emerging Leader Profile generate group reports which combines the feedback from any number of individuals creating a valuable picture of collective strengths and developmental opportunities.

"I use Discovery Learning 360s in all my programs and get fantastic feedback. They are insightful and quick to understand with MUCH to mine from the data. I like the flexibility too in that I can easily use them with one coachee or a large group."

Dr. Claudia Fernandez

UNC Gillings School of Public Health
Director, FSLI and ACOG

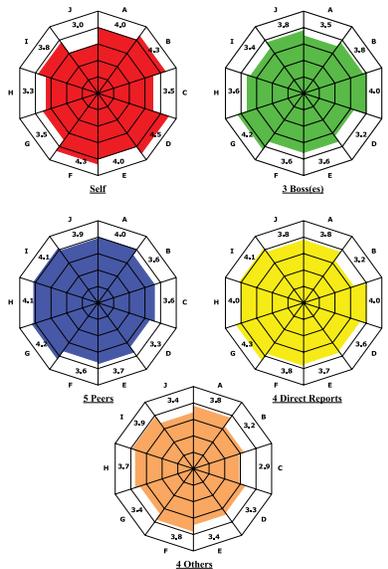
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The Assessment Tools

The Discovery Leadership Profile is a powerful tool that enables an organization's managers at any level to understand the impact of their leadership skills on their company's performance, and to learn how to redirect their skills to improve organizational effectiveness.

Similarly, Emerging Leader Profile is designed for new leaders in a variety of work environments. The participant does not have to be at any particular organizational level or hold a specific title. The important criterion is that the participant is acting in some type of leadership role within the organization, and is emerging as a manager of other people.

For both assessments, the survey is designed to look at the participant's leadership skills and highlight areas of strength. Furthermore, it allows the participant to focus on areas where they can benefit from developmental efforts through gathering opinions of others to provide information on an individual's leadership effectiveness using an easy-to-understand spider graph.



With the 360s, leaders will:

- ▶ Learn how others see their leadership performance
- ▶ Compare their self-perception to the perceptions of others
- ▶ Understand a common model for leadership effectiveness
- ▶ Benchmark their individual leadership performance
- ▶ Establish goals and monitor their efforts at adopting new behaviors
- ▶ Receive verbatim comments from raters through customized question responses
- ▶ Identify strengths and weaknesses in categories identified as important for effective leadership.

Certification Provides:

- ▶ Downloadable Facilitator Guide
- ▶ Downloadable presentations
- ▶ Downloadable Maximizing Results Workbook
- ▶ 2 hour coaching call with a Master Trainer
- ▶ Access to the MHS Talent Assessment Portal
- ▶ Certification in both the DLP and the ELP

Both 360 assessments work well with:

- Decision Style Profile®
- PressTime®
- Change Style Indicator®
- Influence Style Indicator™