

LPI 360⁰



Leadership Practices Inventory (LPI) was developed by Jim Kouzes and Barry Posner to approach leadership as a measurable, learnable, and teachable set of behaviours. This 360° leadership assessment tool helps individuals and organizations measure their leadership competencies, while guiding them through the process of applying the Five Practices of exemplary leadership.

The Five Practices are subdivided into 10 commitments of leadership and 30 associated behaviours:

Practice #1: Model the Way

Commitment #1: Find Your Voice by clarifying your personal values

Commitment #2: Set the Example by aligning actions with shared values

Practice #2: Inspire a Shared Vision

Commitment #3: Envision the Future by imagining exciting and ennobling possibilities

Commitment #4: Enlist Others in a common vision by appealing to shared aspirations

Practice #3: Challenge the Process

Commitment #5: Search for Opportunities by seeking innovative ways to change, grow, and improve.

Commitment #6: Experiment and Take Risks by constantly generating small wins and learning from mistakes

Practice #4: Enable Others to Act

Commitment #7: Foster Collaboration by promoting cooperative goals and building trust.

Commitment #8: Strengthen Others by sharing power and discretion.

Practice #5: Encourage the Heart

Commitment #9: Recognize Contributions by showing appreciation for individual excellence.

Commitment #10: Celebrate the Values and Victories by creating a spirit of community.

Leaders complete the LPI-Self, rating themselves on the frequency with which they think they engage in each of the thirty behaviors. Five to ten other people—typically selected by the leaders—complete the LPI-Observer questionnaire, rating the leaders on the frequency with which they think they engage in each behavior. Respondents can indicate their relationship to the leader—manager, co-worker or peer, direct report, or other observer—but, with the exception of the leader's manager, all the observers' feedback is anonymous.

Completion Time: 30 questions, 10-15 minutes

Languages: English, automated
French, manual

LPI 360⁰

Development Options:

1. Leadership Workshop

DMS provides a 5 day Leadership development program designed to help the participants orient themselves to key concepts, practice and develop their skills as well as develop a plan of action for on the job integration and development of the leadership skills set.

What the participant receives:

5 day Leadership program with workbooks, handouts, plan of action
Confidential Personality Assessment and Leadership assessment both in colour hard copy and PDF copy.

2. Coaching

DMS offer personalized coaching to help individuals understand the full impact of their assessment. Coaching includes the development of a plan to capitalize on the Leadership strengths already in existence and a road map for strengthening the skills that provide leverage towards even better results.

What the participant receives:

- ▲ Instructions on how to complete the assessment
- ▲ Confidential Report in PDF and hard copy colour format of their assessment
- ▲ Personal 2 hour coaching session with the option of additional coaching

What the organization receives:

- ▲ Administrative support
- ▲ Follow up when the participants or any of their direct reports, peers, or manager do not respond in a timely fashion to participating in the assessment process.
- ▲ Access to the frequently asked questions regarding 360 Assessments and the responses

3. Self Guided Development

DMS has developed a workbook that functions like a coach who focuses on action. The workbook includes a guide to interpret the data, set goals and develop strategies to bring about new behaviours and sustain change.

What the participant receives:

- ▲ Instructions on how to complete the assessment
- ▲ Confidential Report in PDF format of their assessment
- ▲ Workbook designed to facilitate the development of a plan of action

LPI 360⁰

What the organization receives:

- ▶ Administrative support
- ▶ Follow up when the participants or any of their direct reports, peers, or manager do not respond in a timely fashion to participating in the assessment process.
- ▶ Access to the frequently asked questions regarding 360 Assessments and the responses

4. Assessment

This assessment is written in a user friendly format and can be used as a stand alone document.

What the participant receives:

- ▶ Instructions on how to complete the assessment
- ▶ Confidential Report in PDF format

What the organization receives:

- ▶ Administrative support
- ▶ Follow up when the participants or any of their direct reports, peers, or manager do not respond in a timely fashion to participating in the assessment process.
- ▶ Access to the frequently asked questions regarding 360 Assessments and the responses

Certification

DMS is certified for administering and interpreting the LPI 360⁰

To Register or For Further Details

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