



LEIPA - Leadership and Emotional Intelligence Profile Assessment- 360°

LEIPA is an advanced on-line assessment tool. It identifies an individual's behavioural and operational strengths plus development needs to enable them to improve their leadership performance. It measures competence in the context of their own role and the culture of the organisation.

Compares *competence* in different leadership styles against the *importance* of those styles in the executive's current role, providing a gap analysis.

The key competences of Emotional Intelligence (EI) are:

- ✔ Self Awareness
- ✔ Self Management
- ✔ Social Awareness
- ✔ Relationship Management

These can be broken down into over twenty sub-groups which in turn can be grouped into the key EI capabilities that impact the key leadership styles of:

- ✔ Visionary
- ✔ Coaching
- ✔ Affiliative
- ✔ Democratic
- ✔ Pace-Setting
- ✔ Commanding

Unlike most EI tools, LEIPA actually relates competencies directly to leadership. By comparing this with raters' perceived importance of each leadership style, it is possible to identify the leadership style(s) the manager needs to develop. Focus can now be brought on the behaviours that the identified leadership style depends on.

A more detailed description of the LEIPA tool and process is available on request

For further information on our services contact us on **0870 990 5576** or visit our website at www.leadershape.biz

The key to improved leadership performance lies in identifying and making real behavioural changes...

LeaderShape has thought of everything to make this the most thorough and effective 360° tool on the market.

- ✔ On-line verbatim comments from raters authenticate the data
- ✔ The summary is written by the accredited LeaderShape facilitator, not computer generated
- ✔ The full report contains complete details of the data to enable thorough investigation of key points
- ✔ The candidate is guided to improve EI development areas that will have the greatest impact in their current role
- ✔ The process includes the candidate engaging with raters to follow up on development areas
- ✔ All facilitators are accredited executive coaches who are able to follow up the LEIPA report debrief with on-going

"LEIPA made a strong contribution in improving my self-awareness, and provided an excellent tool to enable me to identify very specific areas I could work on to improve my leadership capability".

Chris Tattersall - Managing Partner,
SMART UK
(formerly MD at BearingPoint UK)