



360°

LEADERSHIP PERFORMANCE INDEX®

DESCRIPTION

The Leadership Performance Index survey is designed based on the Leadership Pipeline concept and has proven to be a powerful tool for managers. In LPindex coworkers are asked to provide input to the questionnaire. Coworkers can be excellent observers and provide valid feedback about a leader because the survey is constructed around a meaningful competency framework and because the questions are at an observable, behavioural level that is easy for peers to recognise.

OBJECTIVES

- ❖ For individual development initiatives or coaching
- ❖ Assessment in connection with talent selection and promotions
 - ❖ Annual performance surveys
- ❖ Preparation for and evaluation of leadership training

FORMAT

360° online feedback system that brings together views from a leader's direct manager, peers and direct reports. 30 questions with Likert scale rating, clustered into 5 key indicators (leadership parameters). 4 versions are available, tailored to each leadership level and completion time is around 25-30 minutes.

OUTPUT

- ❖ Overall scores (on the 5 leadership parameters)
- ❖ Top 5 and bottom 5 scores
- ❖ Positive and negative blind spots
- ❖ Overall score for each leadership parameter
- ❖ Scores for each question under leadership parameter
- ❖ Written comments

VERSIONS

- ❖ Business Leader
- ❖ Functional Leader
- ❖ Leader of Leaders
- ❖ Leader of Others

HUMANOSTICS®