



Leadership and Emotional Intelligence Performance Accelerator

Accelerates the performance of leaders by building Emotional Intelligence and leadership capability

How Does LEIPA® work?

LEIPA®, provides a precise, defined plan for behavioural change, tailored to the individual's role within your organisation. The process ensures a rounded view from both self-perception and colleagues, focusing on Emotional Intelligence and leadership styles.

Using best practice in a 360° format, LEIPA® identifies and compares the individual's habitual leadership styles to those which will have the greatest positive impact. Specific behaviours to change, producing significant performance improvement are pinpointed, delivering a framework for action.

Key Features

- Uniquely correlates EI competencies against the most important leadership styles for the circumstances
- Developed from the proven Emotional Intelligence and Leadership Style Framework (Goleman Boyatzis 2001)
- Objective focus on observed against desired behaviours within the organisation, backed by verbatim comments
- Not reliant on 'norms', LEIPA® is culturally neutral, so it can be used across any organisation or geography.
- Creates a specific action plan for immediate and future development
- An on-line tool that is easy to set up, manage and deliver

“LEIPA® made a strong contribution to improving my self-awareness and provided an excellent tool to identify very specific areas I could work on to improve my leadership capability.”

**Managing Partner –
International consultancy**

“ Found LEIPA® an incredible experience and think it's something everyone should have the opportunity to do. It taught me a lot about self-imposed barriers and gave me the necessary skills to overcome them. My stress levels used to be 8/10; I have now been maintaining a constant 4 since taking part.”

**Head of Operations –
Global Energy Trading**

Benefits for your leaders

- Clear, contextual information creates positive commitment to change
- Provides practical ways to develop new habits and flex their leadership style range
- Increases confidence, strengths, relationships and improves engagement
- Deeper understanding of their environment and how to influence it
- Becomes an integral part of a personal development plan

Benefits for your organisation

- Commitment to make real changes required to deliver improved performance
- Opens up communications
- Involvement, collaboration and awareness grows in boards, teams and groups
- More effective leadership drives sustained improvement and builds a culture that delivers a return on investment

“LEIPA® was incredibly helpful in learning how others see me and in pin-pointing areas for change and development to maximise my effectiveness. LEIPA® offers its greatest value when combined with on-going coaching and development.”

CEO - NGO



When to use LEIPA®

- 1 For individual leadership development
- 2 Board, team and group development
- 3 Confidence building
- 4 As part of a culture change programme
- 5 To build trust and reduce conflict

“LEIPA® helped me to realise the changes I needed to make personally, and those needed in order to become a better leader professionally. The peer review was of huge value in identifying the professional element, but to put it in to practice I needed the coaching and mentoring to help me plot a course from where I was to where I am now, on the brink of what I believe is success!”

Head of Technology,
Global Energy Trading

Team LEIPA

- Aggregated analysis of all individuals' EI and Leadership style profiles to provide the team profile
- Enables behavioural and cultural 'fit' of the team to be understood and developed
- Provides a specific basis for an action plan for team development work
- Integrates with the individual action plans

The Leadership Style Report

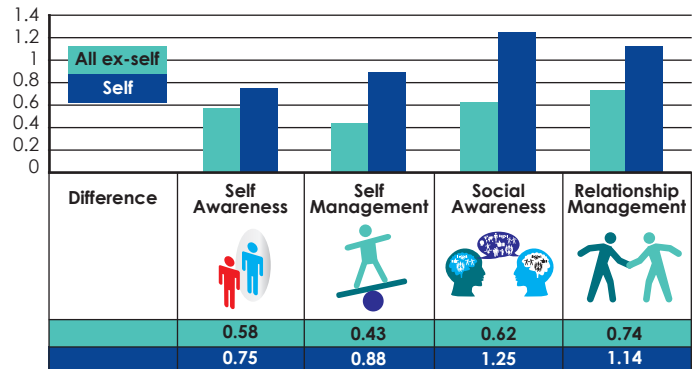
The table below highlights the precise areas of focus to provide the biggest improvement in performance and ranks different leadership styles in the context of the person's role to build an all-round picture of the organisation's climate.

Leadership Style	Level of importance as scored by raters	PRIME:	SECONDARY:	TERTIARY:	Overall score:
Visionary	1	Self-confidence: -0.1 Inspirational leadership: 0.3 Change catalyst: 0.6 Transparency: 0.3	Emotional self-awareness: 1.0 Optimism: 0.4	Initiative: 0.7 Empathy: 1.3 Influence: 0.7	0.4
Coaching	5	Emotional self-awareness: 1.0 Empathy: 1.3 Developing others: 1.1	Initiative: 0.7 Emotional self-control: 0.3	Accurate self-assessment: 0.8 Optimism: 0.4 Organisational awareness: 0.3	0.9
Affiliative	3	Empathy: 1.3 Conflict management: 1.0 Building bonds: 0.3	Emotional self-awareness: 1.0 Initiative: 0.7	Accurate self-assessment: 0.8 Transparency: 0.3	0.8
Democratic	2	Teamwork & collaboration: 1.1 Conflict management: 1.0 Influence: 0.7 Accurate self-assessment: 0.8	Empathy: 1.3 Adaptability: 0.5	Organisational awareness: 0.3 Service orientation: 0.3	0.9
Pace-setting	4	Achievement: 0.3 Initiative: 0.7	Self-confidence: -0.1	Sub-total +ve: 0.4 NEGATIVE EFFECT IF MISSING: Emotional self-awareness: 1.0 Emotional self-control: 0.3 Empathy: 1.3 Teamwork & collaboration: 1.1 Sub-total: 0.9	0.7
Commanding	6	Achievement: 0.3 Initiative: 0.7 Influence: 0.7		Sub-total: 0.6 NEGATIVE EFFECT IF MISSING: Emotional self-awareness: 1.0 Emotional self-control: 0.3 Empathy: 1.3 Sub-total: 0.9	0.7

EI Competency Summary

A gap analysis between observed and desired scores for self, compared with those of colleagues for all EI competencies. Uncovers hidden strengths and blind spots.

Performance Difference Desired less Observed



	Self	Average ex-self
Self-awareness	0.75	0.58
Emotional self-awareness	1.00	0.98
Accurate self-assessment	0.75	0.81
Self-confidence	0.50	HS -0.06
Self-management	0.88	0.43
Achievement orientation	0.75	0.31
Optimism	1.00	HS 0.38
Emotional self-control	1.50	HS 0.33
Transparency	0.50	0.31
Adaptability	0.75	0.52
Initiative	0.75	0.71
Social awareness	1.25	0.62
Empathy	1.75	1.25
Organisational awareness	0.75	0.33
Service orientation	1.25	HS 0.27
Relationship management	1.14	0.74
Developing others	1.75	1.08
Inspirational leadership	0.75	0.33
Influence	2.00	0.73
Change catalyst	0.75	0.58
Conflict management	1.25	1.02
Building bonds	1.00	HS 0.29
Teamwork and collaboration	0.50	BS 1.10
Communications	0.67	1.00
Trustworthiness	0.50	0.17
Conscientiousness	0.00	0.00

BS = Potential Blind Spot, HS = Potential Hidden Strength

LeaderShape Contact Information

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