



Leadership and Emotional Intelligence Performance Accelerator for Teams

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

What is Team LEIPA®?

Team LEIPA® provides a powerful, aggregated analysis of a team's Emotional Intelligence (EI) and Leadership Style profile. It gives teams a clear, unbiased view of collective strengths, development areas and behavioural patterns that shape performance and culture.

Where individual LEIPA® focuses on a single leader,
Team LEIPA® reveals how the team operates together — anonymously, constructively and with absolute clarity.

How Team LEIPA® Works

Team LEIPA® combines the anonymised results of each team member's individual LEIPA® into a comprehensive team-wide profile.

The output includes:

- Team-level EI strengths and development areas
- Comparing Leadership Styles competence and importance
- Differences in perception across rater groups
- Hidden patterns that influence culture and climate
- Prioritised behavioural focus areas for development

The process provides the team with a precise roadmap for behavioural change and improved collective performance.

Key Features

- Whole-team leadership analysis based on robust 360° behavioural data
- Anonymised, aggregated results that protect confidentiality
- Clear comparison of importance vs. competence for each Leadership Style
- Insight into the team's collective EI capabilities
- Identification of granular behavioural strengths and development needs
- A prioritised development focus aligned to performance and culture
- Fully integrated with individual LEIPA® action plans



What resonated most with me about Team LEIPA® was its ability to shift our focus from individual leadership strengths to the collective power of our team. It's one thing to have great leaders; it's another to function as a truly great leadership team. Team LEIPA®, through its insightful analysis and expert coaching, delivered the tools and understanding necessary to make that crucial shift, moving us toward a more cohesive and impactful leadership unit.



Adam Sewell-Jones, Chief Executive Officer at NHS

Benefits for your leaders

- Shared, objective understanding of how the team functions
- Stronger alignment around behaviours that matter
- Better communication, trust and collaboration
- Clarity on team-wide strengths to leverage
- Agreement on priority development areas
- A credible, evidence-based plan for collective growth

Team LEIPA® helps leadership groups become more cohesive, emotionally intelligent and high-performing.

Benefits for your organisation

- More self-aware and effective leadership teams
- Greater alignment of behaviours across functions
- Improved organisational climate and engagement
- Enables organisational culture change
- Clear links between leadership capability and performance
- Scalable development across individuals, teams and the organisation
- More effective leadership drives sustained improvement and builds a culture that delivers a return on investment

When to use Team LEIPA®

Team LEIPA® is ideal for:

1. Leadership Teams at any level
2. Boards of Directors
3. Newly formed or restructured teams
4. Teams involved in organisational culture change
5. Improving trust and reducing conflict

Your Team LEIPA® Outputs

You will receive a customised Team LEIPA® presentation / report which will provide a Team-level EI and Leadership Style analysis enabling the Team through facilitation to :

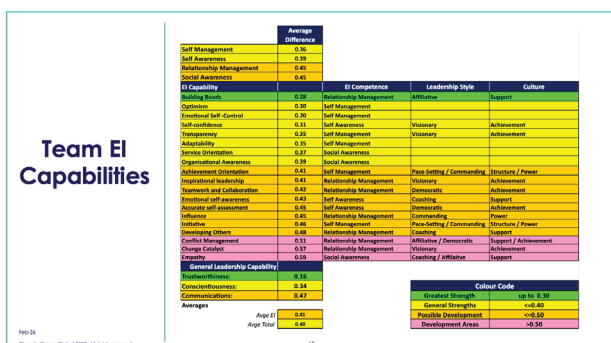
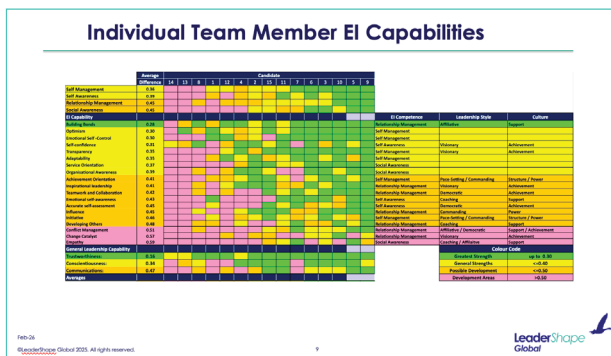
- Prioritise development focus areas
- Agree Team behavioural strengths and development needs
- Create a practical action plan

Next Steps

Team LEIPA® can be an integral part of:

- Individual leadership development
- Team coaching and alignment work
- Organisation-wide culture development
- **Combined with LeaderShape's Online Culture Shaper (LOCS) for deeper cultural insight and change.**

Team LEIPA® creates the bridge between **individual development, team excellence and cultural transformation.**



“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® brings individual LEIPA insights to the team level — transforming how people lead, collaborate and shape culture.



Leadership Competences Key EI Capabilities

Leadership Competence	Level of Importance as scored by Factors	Level of Importance as scored by Factors	Level of Importance as scored by Factors	Level of Importance as scored by Factors	Level of Importance as scored by Factors
PRIME: Self Confidence	0.31	PRIME: Emotional Self-awareness	0.10	PRIME: Empathy	0.10
Self Confidence	0.41	Empathy	0.10	Teamwork & Collaboration	0.41
Inspirational Leadership	0.41	Conflict Management	0.41	Conflict Management	0.41
Change Catalyst	0.41	Building bonds	0.41	Influence	0.41
Transparency	0.35	Developing Others	0.41	Accurate Self-Assessment	0.41

Leadership Competence	Level of Importance as scored by Factors	Level of Importance as scored by Factors	Level of Importance as scored by Factors
PRIME: Achievement	0.41	PRIME: Initiative	0.41
Achievement	0.41	Initiative	0.41
Empathy	0.41	Influence	0.41
Emotional Self-awareness	0.41	Emotional Self-awareness	0.41
Emotional Self control	0.41	Emotional Self control	0.41
Empathy	0.41	Empathy	0.41
Teamwork & Collaboration	0.41	Teamwork & Collaboration	0.41

Fig. 26
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EI Behaviours – Development

EI Competence	EI Capability	Question	Order	Diff
Social Awareness	Empathy	Listens attentively to what people say	83	0.57
Relationship Management	Developing Others	Identifies opportunities and stimulates individuals to develop to their full potential	84	0.57
Social Awareness	Organisational Awareness	Does not let office politics get in the way of what needs to be achieved	85	0.59
Social Awareness	Empathy	Demonstrates an awareness of how others are feeling	86	0.59
Self-awareness	Accurate self-assessment	Open to candid feedback and new perspectives without getting defensive	87	0.60
Relationship Management	Influence	Uses a range of strategies to build consensus and support	88	0.61
Relationship Management	Conflict Management	Spots potential conflict, brings disagreements into the open and helps de-escalate	89	0.61
Social Awareness	Empathy	Accurately identifies the underlying causes of other person's perspective	90	0.66
Relationship Management	Change Catalyst	Anticipates the need to change and proactively removes barriers	91	0.68
Self-awareness	Initiative	Anticipates potential problems and takes actions to prevent them	92	0.68

Fig. 26
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Shaping Transpersonal Leaders