Leadership Development Companion

Leadership Team Insights
Targeted Leadership Development Plans

Provided By:
Professional Development Training Pty Ltd

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Contents

What is this report?

This report highlights the strengths and development opportunities of your team overall, and for the individuals within the team.

What benefits can I get from the information?

Maximise the return from the time and money spent on Leadership Development.

We all have our strengths (personality traits that means certain activities and tasks come naturally) and other tasks that are less natural, and require us to stretch out of our comfort zone, it's performing those tasks and activities where we don't normally perform as well or as confidently, we often even avoid doing them all together.

By focussing training and development on these areas we can become more adaptable (help those things that feel unnatural to become more natural) therefore become more effective right across our role.

This report clearly maps your leaders' natural strengths and highlights development opportunities to help them become increasingly comfortable and competent in those areas that don't come naturally.

What is the validity of the information provided?

This tools was developed by Leading Dimensions Consulting LLC the publishers of globally embraced psychometric tools such as the LDP Profiles and Human Capital Management Tools such as the LD:360 and OEI Organisational Engagement Index report. The information is based on decades of academic research using 1000's of participants across the world and across industries. To learn more about Leading Dimensions Consulting, and follow these links to read more about the tools, the author Dr Douglas Waldo, and the academic rigour and statistical validation of these tools please view these resources.

Introduction

The LDP suite of reports offers three levels of insight regarding an individual's approach to leading others:

1. Styles (such as Directive Driver)
2. Dimensions (such as Assertiveness)
3. Leading Interactions.

While Styles offer a broad understanding of one's approach, and Dimensions indicate how an individual exhibits a certain Style, the Leading Interactions provide specific insight into the interactions between leaders and their team members. So, if the Styles could be considered a 30,000-foot view, the Leading Interactions could be a more streetlevel snapshot.

This report focusses on Styles and Leading Interactions, to deep dive into the Leaders Dimensions please discuss other reports with your LDP Certified Advisor.

Structure of the report:

This report has 3 sections:

1. Styles Snapshot
2. Leading Interactions natural strengths, and activities that require a stretch
3. Leadership development recommendations

Part 1: Leadership Styles Snapshot
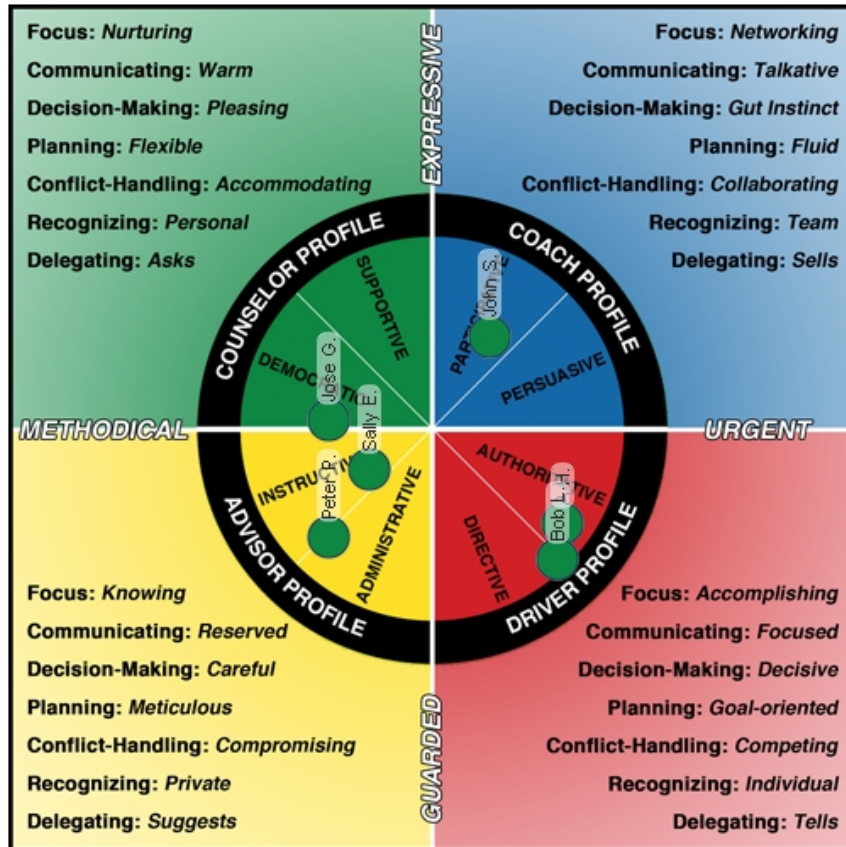
The leader's position on this grid highlights 1 of 4 distinct leadership styles which are described as a 'Profile' they are:

- Counselor Profile (green)
- Coach Profile (blue)
- Driver Profile (red)
- Advisor Profile (yellow)

Please refer to the graphic for the descriptions and natural styles of each style and the position of the leader(s) in this report on the grid.

Part 2: Leading Interactions Summary

Managing Interactions

Approaching Complex Issues:
- Breaking down problems into simplified elements
- Identifying steps toward a workable solution.

Controlling Processes:
- Maintaining work flow to meet operational needs
- Recognizing and addressing potential disruptions.

Enforcing Operational Norms:
- Keeping compliance within the team's operations
- Aligning individual behavior with applicable guidelines.

Evaluating Individual Performance:
- Assessing contributions against expectations
- Providing objective evaluation of individual efforts.

Maintaining Focus on Objectives:
- Keeping the team members' attention focused
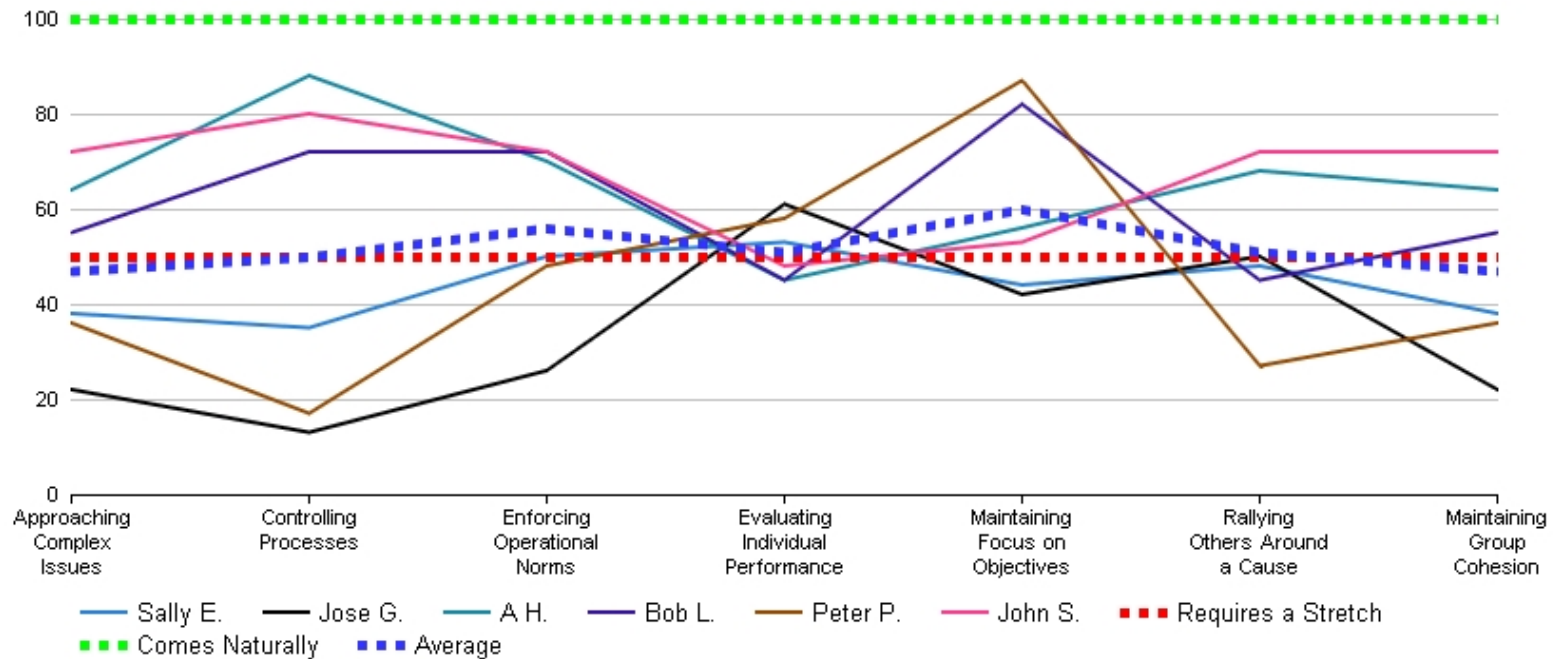- Reducing distractions that impact performance.

Rallying Others around a Cause:
- Engaging team members toward a compelling goal
- Gaining the involvement of disinterested individuals.

Maintaining Group Cohesion:
- Keeping individuals on the same page
- Encouraging camaraderie and engagement.

Managing Interactions

Forming Interactions

Finding Opportunities for Synergy:
- Seeking out ways to capitalize on available talent
- Leveraging contributions to surpass expectations.

Gaining Consensus:
- Finding common ground amidst varying perspectives
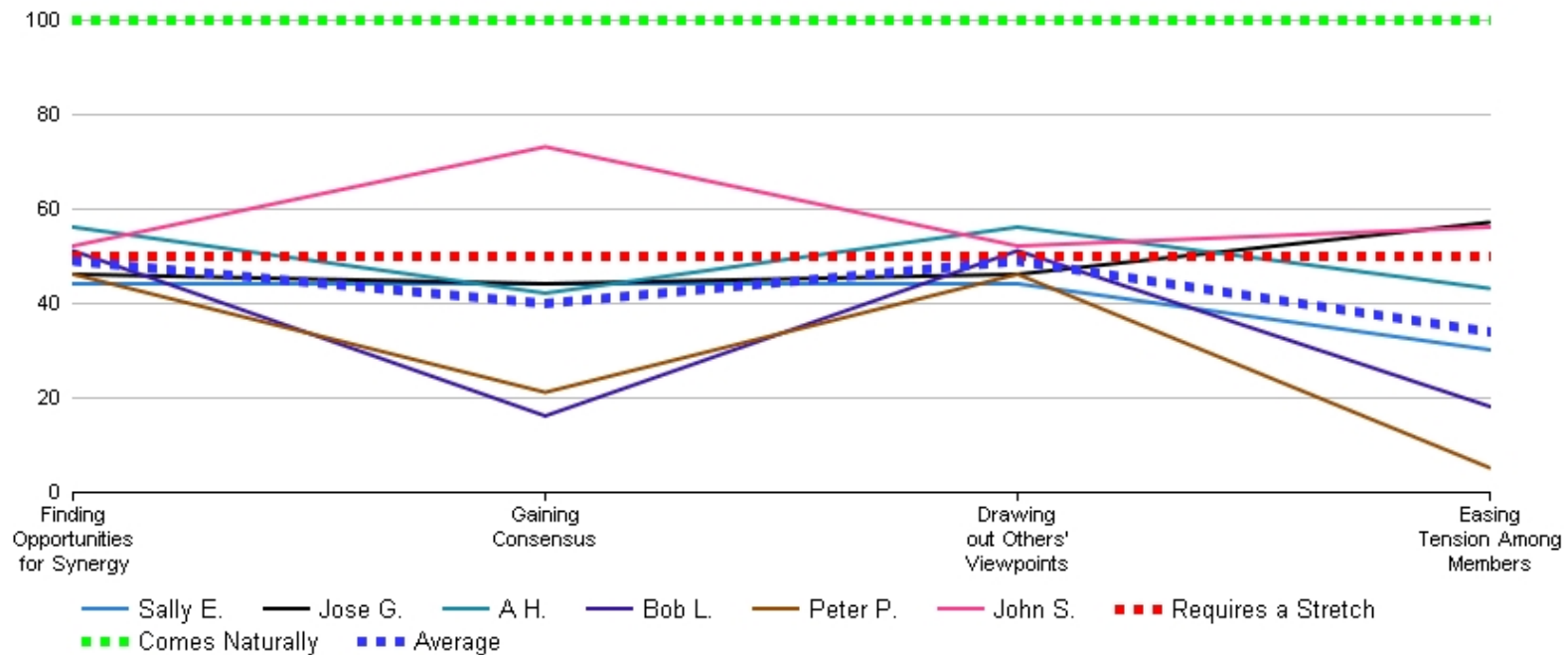- Motivating individuals to support the team's cause.

Drawing out Others' Viewpoints:
- Encouraging participation from reluctant contributors
- Gaining input from out-group members.

Easing Tension among Members:
- Identifying sources of conflict among team members
- Reducing friction, while maintaining momentum.

Forming Interactions

Navigating Interactions

Adapting to Changing Circumstances:
- Displaying confidence during times of transition
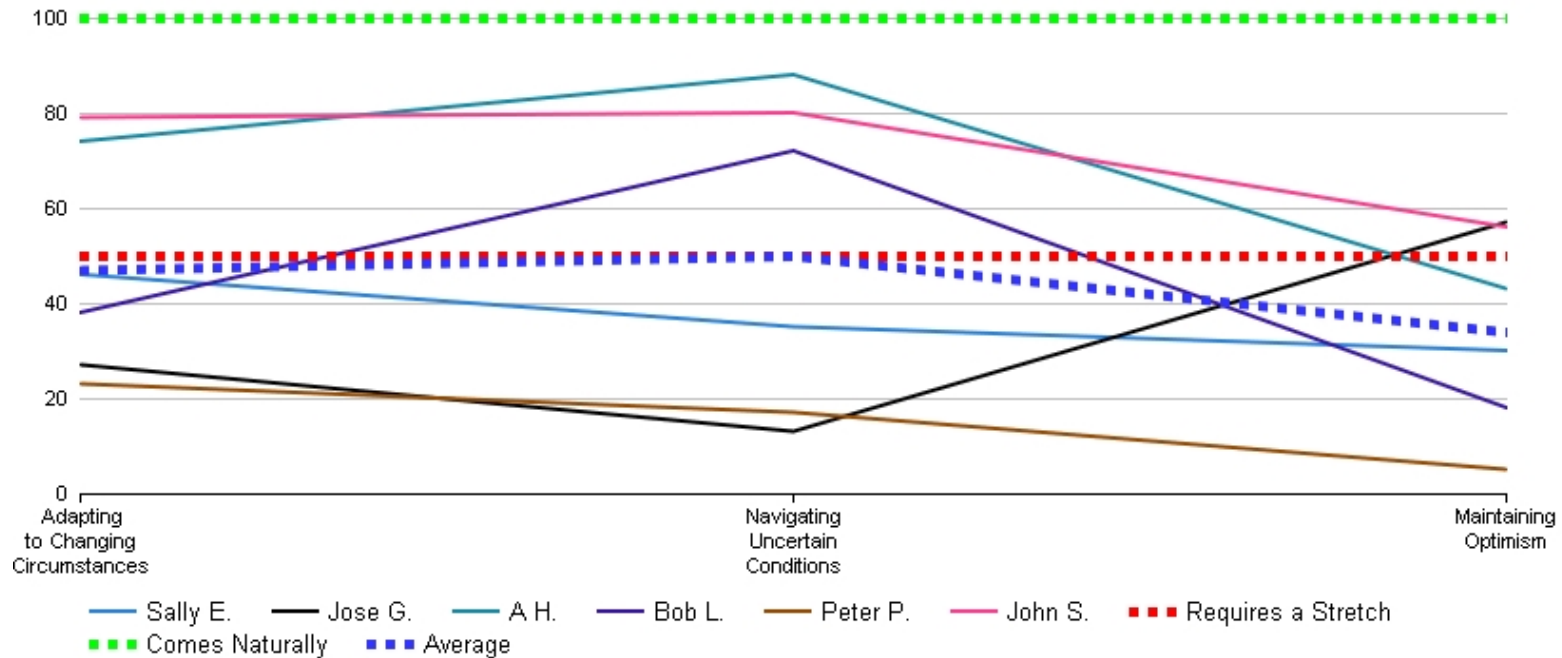- Encouraging stability in the face of unplanned change.

Navigating Uncertain Conditions:
- Providing calming influence during uncertainty
- Giving clarity and direction to team members.

Maintaining Optimism:
- Providing encouragement when outlook is bleak
- Showing a positive attitude during difficult times.

Navigating Interactions

Growing Interactions

Setting Clear Expectations:
- Providing clear expectations for individuals
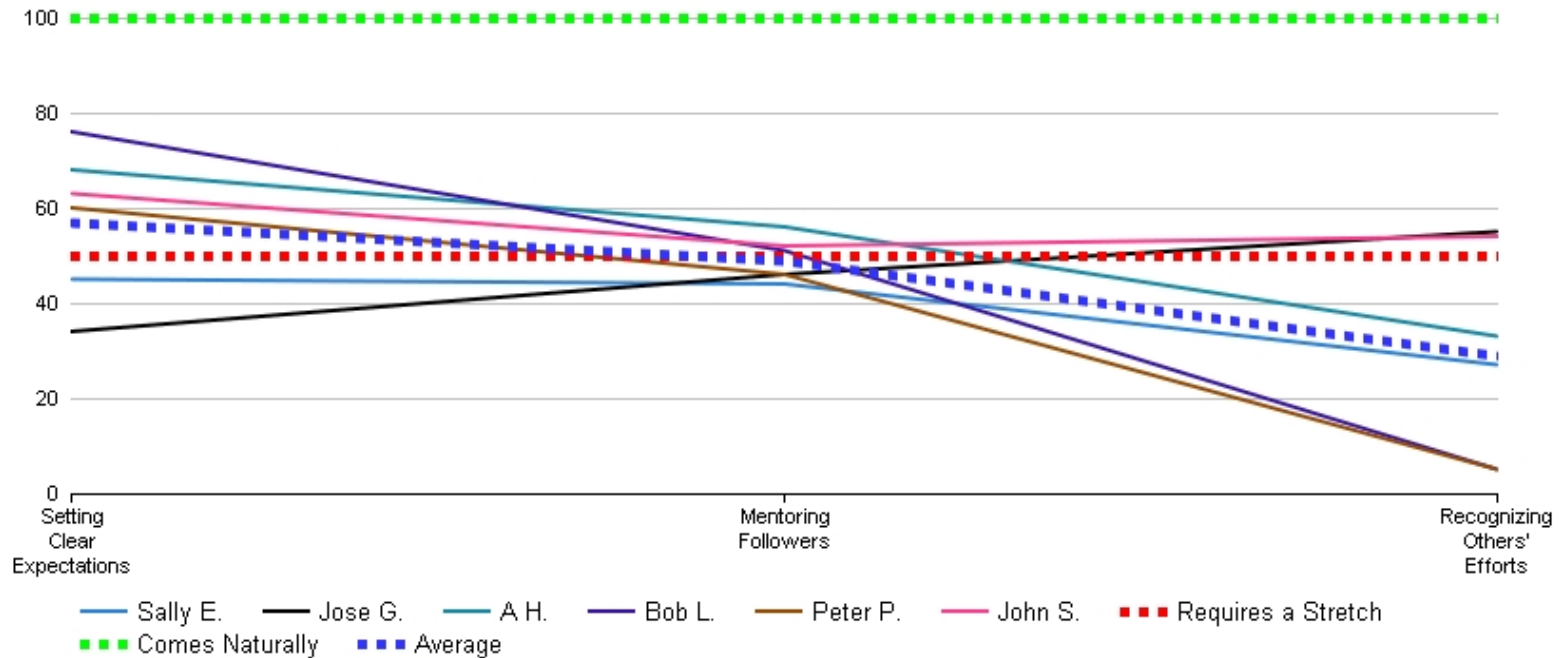- Articulating clear objectives for the team.

Mentoring Followers:
- Investing in the growth of others
- Coaching individuals to reach personal milestones.

Recognizing Others' Efforts:
- Providing effective feedback to team members
- Encouraging desired individual performance.

Connecting Interactions

Assimilating Team Members:
- Providing a smooth transition for new members
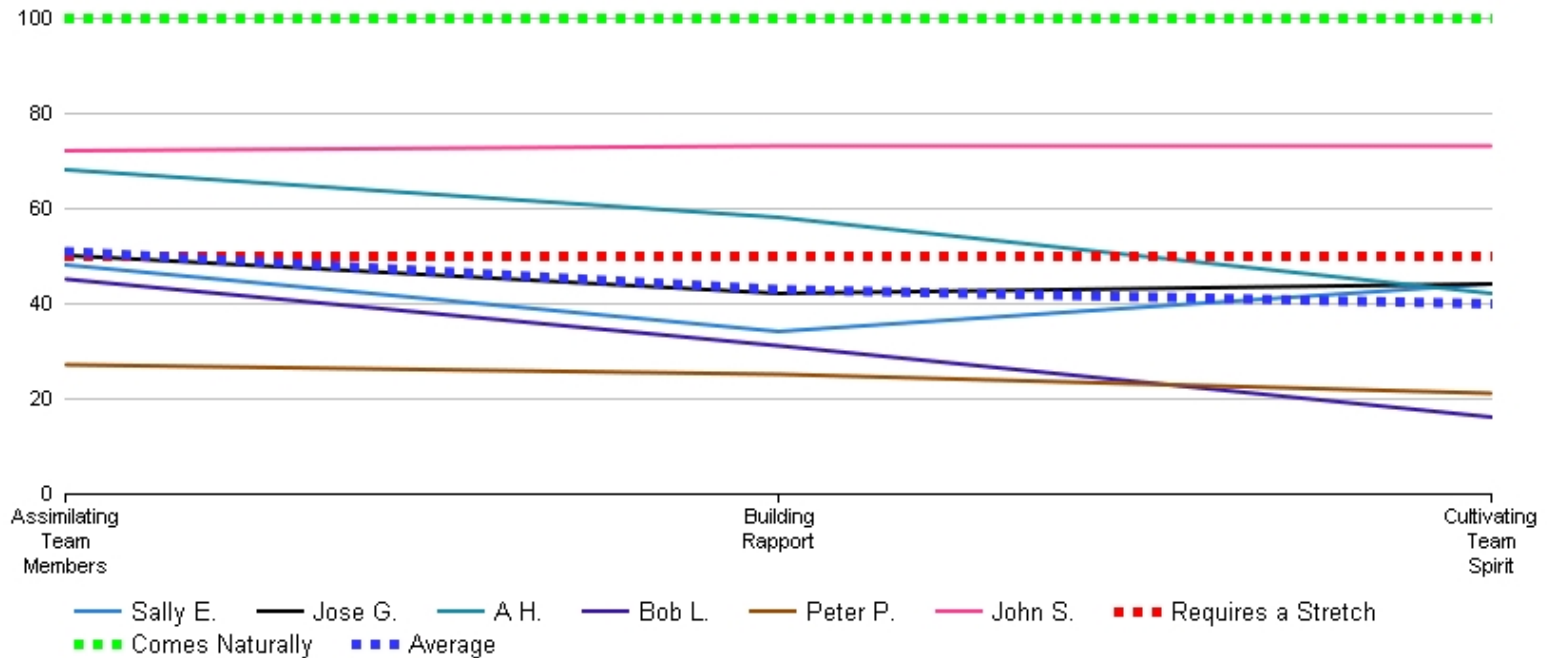- Integrating the efforts of unproven contributors.

Building Rapport:
- Making a personal connection with others
- Communicating with new acquaintances.

Cultivating Team Spirit:
- Promoting cooperation among diverse individuals
- Encouraging a sense of team identity and unity.

Connecting Interactions

Leadership Development Training Recommendations

The Team Overall

Planning and Controlling : Approaching Complex Issues
- 5S Continuous Improvement Training Course
- Creative Problem Solving Training Course
- Lean Process Improvement Training Course
- Problem Solving and Decision Making Training Course
- Project Management Training Course
- Strategic Business Planning Training Course

Focus and Performance : Maintaining Group Cohesion
- Managing Virtual Teams
- Team Communication Course

Forming the Team : Easing Tension among Members
- Conflict Resolution Training

Forming the Team : Finding Opportunities for Synergy
- Team Building Training Course
- Team Building using LDP

Forming the Team : Gaining Consensus
- Communicating Across Cultures Training
- Leveraging the Generation Gap

Navigating the Team : Adapting to Changing Circumstances
- Change Management Training

Navigating the Team : Maintaining Optimism
- Leadership Training Two-Day

Growing the Team : Mentoring Followers
- Coaching and Mentoring Training

Connecting the Team : Building Rapport
- Communication Skills Training
- FISH for Leaders
- Highly Effective Management (2-days)

Connecting the Team : Cultivating Team Spirit
- FISH the Organisational Culture Training

Leadership Development Training Recommendations

Sally Effective

Planning and Controlling : Approaching Complex Issues
- 5S Continuous Improvement Training Course
- Creative Problem Solving Training Course
- Lean Process Improvement Training Course
- Problem Solving and Decision Making Training Course
- Project Management Training Course
- Strategic Business Planning Training Course

Planning and Controlling : Controlling Processes
- Business Process Management Training Course
- Supply Chain Management Training Course

Focus and Performance : Maintaining Focus on Objectives
- Delivering Constructive Criticism Training
- Employee Engagement Training Course

Focus and Performance : Maintaining Group Cohesion
- Managing Virtual Teams
- Team Communication Course

Focus and Performance : Rallying Others around a Cause
- Goal Setting and Getting Things Done Training Course
- Influence and Persuasion at Work Training Course
- Project Management Training Course

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- Team Building using LDP

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- Leveraging the Generation Gap

Navigating the Team : Adapting to Changing Circumstances
- Change Management Training

Navigating the Team : Maintaining Optimism
- Leadership Training Two-Day

Navigating the Team : Navigating Uncertain Conditions
- Change Readiness with Who Moved My Cheese

Growing the Team : Mentoring Followers
- Coaching and Mentoring Training

Growing the Team : Setting Clear Expectations
- Effective Delegation Training
- Giving Constructive Feedback Training
- Performance Management and Appraisals

Connecting the Team : Assimilating Team Members
- Active Listening Training -The Secret of Great Communicators!
- Employee Onboarding
- LDP for Leaders
- Supervision Training Course

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Leadership Development Training Recommendations

Jose Gonzales

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- Strategic Business Planning Training Course

Planning and Controlling : Controlling Processes
- Business Process Management Training Course
- Supply Chain Management Training Course

Planning and Controlling : Enforcing Operational Norms
- Lean Six Sigma - Executive Briefing
- Lean Six Sigma Black Belt Certification Training
- Lean Six Sigma Green Belt Certification Training
- Lean Six Sigma Process Management Training Course
- Lean Six Sigma Team Members Course
- Lean Six Sigma Yellow Belt Certification Training

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Leadership Development Training Recommendations

A Human

Focus and Performance : Evaluating Individual Performance
- Managing Difficult Conversations
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Leadership Development Training Recommendations

Bob Lillyhammer

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Peter Productive

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Leadership Development Training Recommendations

John Star

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- Supervision Training Course

Additional Insights from other recommended reports

For further leadership insights and coaching resources please ask your consultant for:

- Leading Style Guide
- Leading activities summary
- And for non-leadership specific workplace insights the Leading Dimensions Profile overview

And soon the ground breaking *Leading with Intelligence 2.0 report*

Contact Information

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