While other assessment tools are quick to define "the right way to lead," MRG's philosophy is firmly grounded in the notion that true leaders take many forms. We encourage people to discover truths about themselves and harness their desire to take meaningful action.
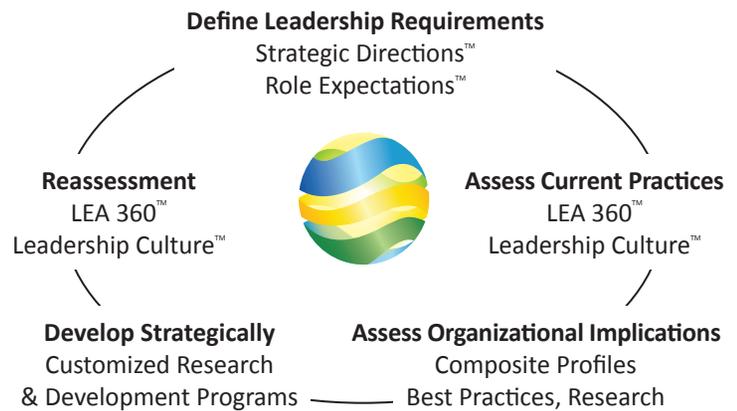
LEADERSHIP EFFECTIVENESS

Intersecting business, science and the human spirit to provide results that leverage an individual or team's unique potential to achieve and contribute to success, MRG's model is unmatched in the marketplace. Measuring 22 leadership behaviors, The Leadership Effectiveness model provides rich and practical insight to expand both individual and organizational success.

Used independently or in combination with other MRG offerings, MRG's Leadership Effective Analysis™ assessment will help you:

- Identify specific leadership practices needed to achieve your organization's strategic goals

- Identify leadership behaviors currently in practice

- Create selection criteria to predict the success of candidates for leadership positions

- Provide relevant, insightful feedback to leaders

- Build action and accountability into the leadership development process

- Provide constructive coaching suggestions for key areas of leadership development

STRATEGIC LEADERSHIP DEVELOPMENT® SUITE

Our SLD™ tools integrate a range of leadership perspectives, support organizational strategy, identify current leadership practices, provide individual feedback, and encourage group development decisions.

Define Leadership Requirements
Strategic Directions™
Role Expectations™

Reassessment
LEA 360™
Leadership Culture™

Assess Current Practices
LEA 360™
Leadership Culture™

Develop Strategically
Customized Research
& Development Programs

Assess Organizational Implications
Composite Profiles
Best Practices, Research

"I've been looking for a product like MRG's LEA offering for more than 20 years. The architecture of this assessment is better than any I've seen. The LEA allows for the unique individual style of a leader, augments their style and encourages developing to their highest potential. This is the solution I have been waiting for."

- Bill Stevens, *The Fulcrum Group*
Toronto, Canada

MRG'S LEADERSHIP MODEL IS COMPRISED OF 22 BEHAVIORAL LEADERSHIP PRACTICES GROUPED UNDER 6 CORE LEADERSHIP FUNCTIONS

Creating A Vision	Developing Followership	Implementing The Vision	Following Through	Achieving Results	Team Playing
Conservative	Persuasive	Structuring	Control	Management Focus	Cooperation
Innovative	Outgoing	Tactical	Feedback	Dominant	Consensual
Technical	Excitement	Communication		Production	Authority
Self	Restraint	Delegation			Empathy
Strategic					

LEA 360 FEATURES

MRG's Leadership Effectiveness Analysis 360 combines objective, persuasive insights into leadership practices with an action planning process that holds the individual accountable for his or her own progress. Additionally, the LEA 360 process:

- Provides descriptive - rather than prescriptive - feedback, allowing leaders to grow and learn how they can both capitalize on their strengths and most effectively develop to their highest potential

- Provides leaders with confidential feedback from boss, peers, and direct reports (or sub-sets within those categories)

- Promotes a common vocabulary, enabling clearer communication between the senior team and leaders at every level

- Links individual feedback to an organization's strategic plan

- Is customizable, enabling the addition of open-ended or anchored-rating questions to incorporate your organization's competencies

- Is action-oriented, with specialized reports for development, coaching, or selection

SAMPLE OF LEA 360™ REPORT:

○ = Self ◇ = Peers
□ = Boss(es) + = Direct Reports

FACILITATOR CERTIFICATION

MRG's LEA 360™ is a sophisticated assessment requiring skilled facilitation. Our certification workshops provide extensive training for interpretation and use of our products. Flexible education options for your organization's unique needs and learning styles include an ever-growing suite of remote and online education opportunities as well as in-person and on-site workshops at your location of choice.

For current opportunities, please visit:
www.mrg.com/education-resources/certifications

Management Research Group®

Founded in 1983, Management Research Group is an international assessment firm specializing in Leadership Development, Personal Development and Motivation, and Sales Force Effectiveness. We honor the uniqueness of each individual. All of our assessments and services are designed and delivered to offer meaningful insight, inspire reflection, and make people feel valued, respected, and encouraged. We believe in the interrelated power of **Business, Science, and the Human Spirit.**

The MRG Difference:

- Our unique semi-ipsative questionnaire design significantly reduces rater biases, producing more accurate, valid and actionable feedback.
- We have one of the largest research databases in the world.
- We boast a network of 1500 consultants active in over 100 countries.
- MRG's assessments are available in 15 languages and are normed in 15 countries and 8 global regions.
- Our assessments are based on 40 years of research.