



Testing:

LSI 360° Instrument

Do you need to create the conditions for rapid behavioral change in leaders?

Our research shows that about 92% of all leaders show significant, measurable behavioral improvement over an 8-12 month period when receiving coaching and feedback with the Lifestyles Inventory™ (LSI) from Human Synergetics. When coached, positive results can often be seen in the performance of the entire team.

IPC uses the LSI for coaching development as well as assessment and intervention for both leadership teams and individual managers. Its narrative printout along with easily understandable graphics make it an effective tool for coaching managers and measuring progress.

Who is it for?

Leaders or managers wanting to improve their leadership skills and measure progress over 6-12 months

Case Study:

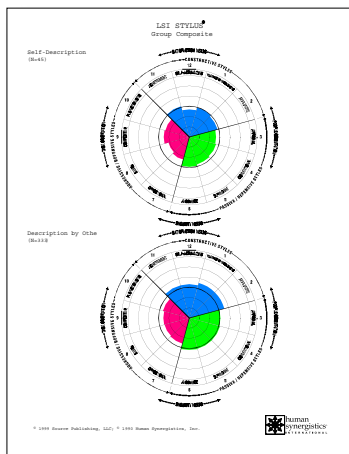
A leadership team at a major oil company subsidiary took the LSI and received group and individual feedback. The team determined their group strengths and weaknesses and developed a plan to address skill deficits. A few team members received coaching on a monthly basis, but most simply followed their individual action plans.

A year later, the group was retested showing an average 22% improvement in LSI scores, with an improvement of 30% in targeted areas. A total of 86% of the individuals showed major improvement in all targeted areas.

More important, the entire organization experienced an increase in performance and exceeded annual AOP goals where they had fallen short in the previous years. Further, the biennial employee survey

found that the organization had moved from being one of the lowest on measures of employee morale and satisfaction to the second highest among several divisions.

Two years of follow-up and subsequent testing showed that the organization maintained the higher level of performance even as the leadership team changed and evolved. The VP credited the performance to the energy the group brought to developing their leadership and influence skills based on the LSI data.



What you will receive:

- One initial LSI assessment for one target person and nine respondents
- An initial LSI feedback session
- A 100-page report with recommendations
- An action planning guide
- One post-test LSI assessment for one target person and nine respondents
- A post-test LSI feedback session

Cost:

Depending on specific need, price will vary and is quoted upon request.

Note: Executive Coaching package includes LSI and additional coaching

Call today to learn how you can release the power of *your* people.