

# Leadership Profiler®

## Insight into your leadership styles

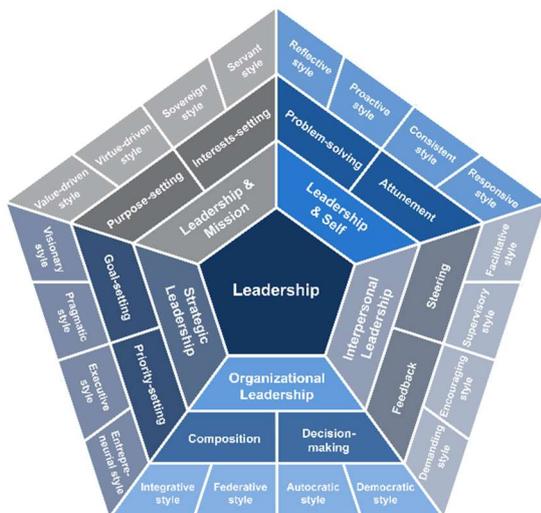


The **Leadership Profiler®** is a concise and powerful online tool for measuring a person's leadership styles. This tool gathers inputs from the leader and the people around him/her (360 degree feedback), to gauge leadership strengths, weaknesses and pitfalls, and map areas of potential improvement.



### Leaders are effective if...

...they are able to connect with others and engage them to move in a certain direction. But mobilizing different people in different situations often requires different leadership styles. To be successful, leaders need to master a range of complementary styles and have the ability to nimbly switch between them depending on the circumstances. This is **leadership agility**.



### The Leadership Agility Framework

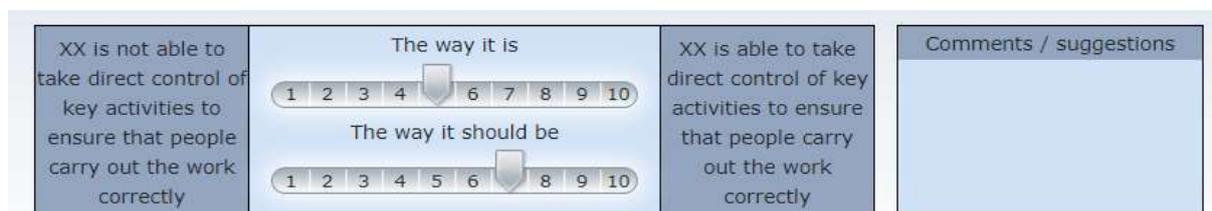
There are many leadership styles that people can employ, depending on the type of task with which a leader is faced. In their book *Leadership Agility* (2017), Professors Ron Meyer and Ronald Meijers developed a framework encompassing the ten key leadership tasks, for which there are always two opposite leadership styles. This framework forms the basis of the Leadership Profiler.

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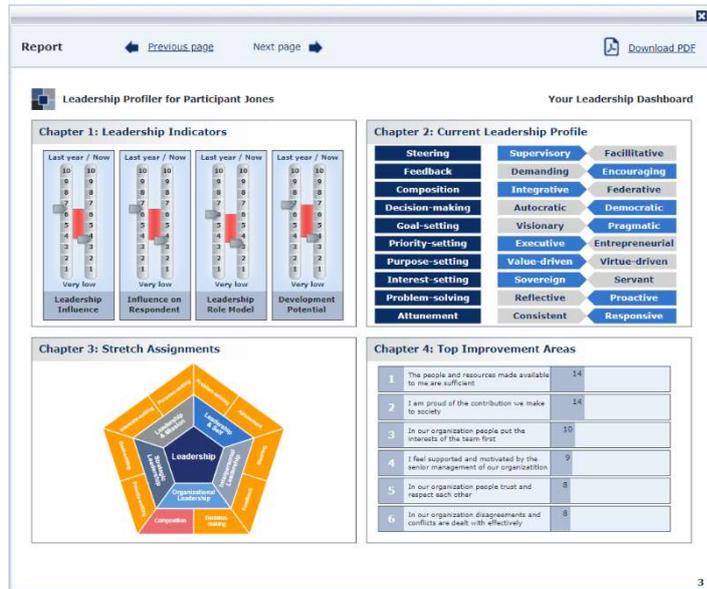
The Leadership Profiler measures a person's skill level on all 20 styles, while also assessing whether they use these styles at the right moment in the right way.

### THE TOOL

The Leadership Profiler allows each participating manager to select their own respondents, up to a maximum of 15 people. The survey consists of 40 sets of statements, with a slide in the middle that needs to be moved to reflect one's view. Room is also available to add comments and suggestions.



## RESULTS



After completion, a detailed report is generated and sent to each of the participating managers as pdf. The report maps various changes over time, gives an overview of the participant's dominant leadership styles, indicates where people see the most need for further development and highlights six top improvement areas.

While extensive in its feedback (approximately 80 pages), the report also presents a one page **Leadership Dashboard**.

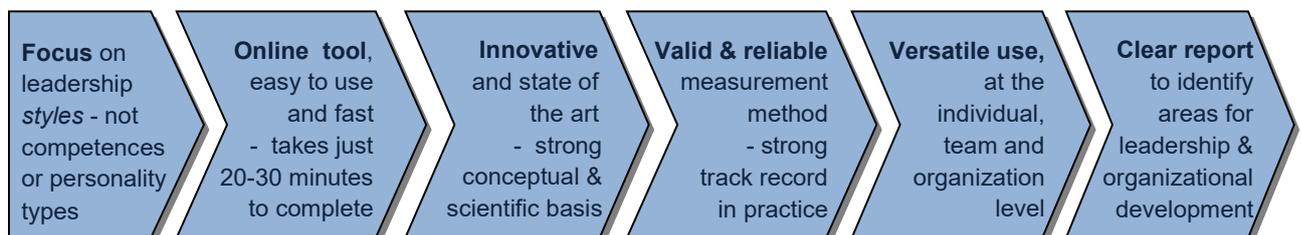
All results are fully confidential. The answers of all respondents are also presented anonymously.

## USES

The Leadership Profiler is a *learning* tool, not an *assessment* instrument that can be used to judge and reward. As such, it is fit for use in the following ways:

- **As part of leadership training.** The Leadership Profiler can be used in leadership development programs as a feedback tool for the participants. The report indicates a person's strengths and improvement areas, while also highlighting differences in perceptions between various respondents, as well as differences in perceptions between the respondents and the focal leader.
- **As part of leadership coaching.** During individual coaching sessions the Leadership Profiler report can provide invaluable insight into the strengths and pitfalls of a leader and help to focus on areas of improvement.
- **As part of an organizational analysis.** The Leadership Profiler can provide a more detailed understanding of the perceptions of team members with regard to the leader, thus surfacing potential areas of strength, but also of dissatisfaction and conflict.

## BENEFITS



For more information please contact [info@c4sl.eu](mailto:info@c4sl.eu)

**Center for Strategy & Leadership** is dedicated to improving companies' effectiveness in the areas of strategy, leadership, business innovation and change management, by offering process facilitation, consulting and management development services.