

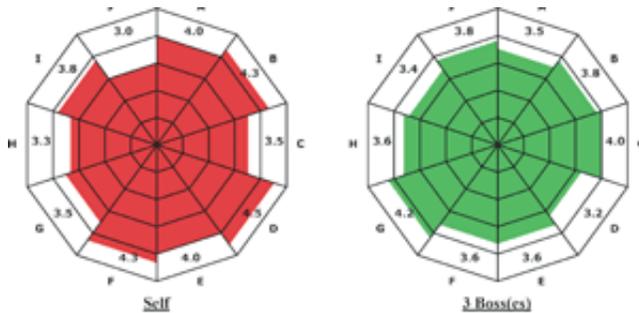
From: Fred Adams fadams42@icloud.com
Subject:
Date: July 25, 2017 at 10:26 AM
To:



Discovery Leadership Profile provides leaders and managers with feedback on how their management practices are perceived by others. This online 360 provides leaders with the opportunity to better understand their leadership strengths and to acknowledge the areas they should develop.

Emerging Leaders Profile™ provides new or high potential leaders and managers with feedback on how their specific management practices are perceived by others. This online 360 assessment tool provides individuals with the opportunity to better understand their leadership strengths and to acknowledge the areas of leadership they should development.

Both 360 reports tell the story simply. They reveal the assessment of a leader's performance using a multi-sided circumplex. Each wedge represents one leadership competency. The report compares four to five circumplexes—one for self, one for boss(es), one for peers, one for direct reports and one for others. Ratings are aggregated to assure the anonymity of respondents except boss and self. Participants can immediately see differences revealed among the assessments of the rater groups.



Benefits of the DLP 360 and ELP 360

- Succinct and focused competencies: Our research shows that succinct and focused leadership assessments produce more reliable and valid data.
- What really matters: The unique 'do more' or 'do less' special feature makes it possible for each rater to indicate whether they want the person being rated to do more or less of a behavior.
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- Detailed, instructional feedback report: The twenty plus pages of this report lead participants through the interpretation of their data and the creation of an actionable goal setting process
- Follow up assessment: Discovery Leadership Profile is the only 360 assessment that allows participants to select up to five assessment items for reassessment in three months. This is a valuable coaching tool and has been shown to increase transfer of learning over 33%.
- Composite reports: In addition to valuable individual feedback reports, Discovery Leadership Profile generates composite reports which aggregates the feedback from any number of individuals creating a valuable picture of collective strengths and developmental opportunities.
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