

TRANSFORMATIONAL LEADERSHIP DEVELOPMENT

"The difference between a good manager and a transformational leader is their ability to energise people and inspire both themselves and others to greater heights. Relationships are a premium. Interpersonal Intelligence is the currency." (Psychology at Work)



Transformational Leadership Development Process:

STEP 1: LEQ-360

STEP 2: Executive coaching

STEP 3: Interpersonal Intelligence Programme

How the LEQ-360 assists leaders:

- The **Leadership Effectiveness questionnaire (LEQ-360)** is a 360-degree assessment designed to measure the well-established leadership behaviours encapsulated in Psychology at Work's Diamond Model.
- It provides leaders with insight into how they are perceived in action, by gathering the opinions of multiple raters (most often peers, superiors, and subordinates but may include clients, etc).
- Whilst the results are easy to understand and action, the true value of the LEQ-360 process comes from using highly skilled coaches who have a deep understanding of the Diamond Model and significant experience in leadership development.
- Leaders are not left to decipher their feedback on their own; rather coaches work with each leader to help them make sense of their feedback in relation to their specific work context. They empower the leader to appreciate and work with sometimes quite 'touchy' feedback in a practical way, rather than discard it. Thus companies are far more likely to see return for the time and money spent on this process.
- As the LEQ-360 is part of a diamond series, leaders can easily benefit from other Diamond Series offerings (for example: coaching, psychometric assessments, career planning or specialised training) as they will directly relate to the LEQ-360 feedback they have received.

How the Interpersonal Intelligence Programme links to the LEQ-360:

- The LEQ-360 feedback will highlight B1, B2 or B3 limiting factors. These factors have unique and differing ways of interfering with true transformational leadership.
- The **Interpersonal Intelligence Programme** is specifically designed to focus and provide solutions to each potentially limiting factor.
- For instance, if the feedback illustrates that B1 is the most limiting factor, the programme will provide the opportunity to investigate what this behaviour looks like in the unique context applicable to the leader.
- The leader will be provided with specialised tools to help adjust their beliefs and attitude if necessary, so that any behaviour shift required has a greater opportunity for being sustained.
- Specific recipes and practical applications will be shared with the leader so that they can adjust their own behaviour and reduce any limitations.
- The Interpersonal Intelligence Programme is facilitated in a relaxed and informal manner to reduce possible defensiveness.
- The focus during the 4 days is on maximising interpersonal effectiveness and there is a strong focus on DOING, so as to limit the risk of the "knowing-doing" gap.



For more information on these and other services, please contact:
Justine at admin1@psychologyatwork.co.za or 082 753 7101
Demyan at admin2@psychologyatwork.co.za or 072 383 1767