THE COI GROUP

LEADERSHIP EFFECTIVENESS

Maximising the effectiveness of your leadership development program

Or, why leadership programs often fail and what you can do about it!

OEP
The worlds leading organisational and multi team effectiveness improvement process.

TEP
Leading effectiveness improvement process for leaders and their team.

LEP
Leadership effectiveness improvement software – the missing link for truly effective leadership programs.

SEP
Build and maintain the highest levels of sales team effectiveness – attract and retain the very best sales people.

Plus:
Employee opinion surveys (that actually drive change), sales effectiveness improvement, employee retention optimisation, change readiness, organisational effectiveness metrics and diagnostics – bespoke and off the shelf, post merger integration, leadership effectiveness improvement …

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Many organisations invest a great deal in ensuring they have the best possible leadership development programs – leadership is, after all, a key driver of success.

However, traditional leadership programs can often fail to deliver expected benefits; and over time new leadership practices fail to take hold.

The reason is this.

Traditionally, leadership programs focus heavily on individual assessment and then use this assessment (and associated identification of gaps) to drive individual development programs. But this is only one part of the development story. For programs to be truly effective they need to be driven by a deep understanding of the leader's environmental challenges rather than by an individual assessment of gaps alone.
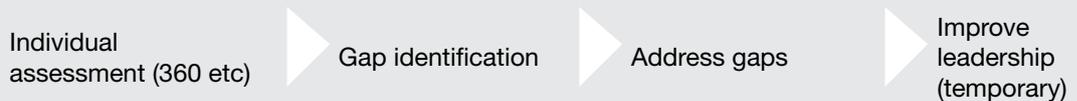
COI's Leadership Effectiveness Profiling (LEP) software can be added to your existing leadership program to address this gap. By providing a detailed but yet easy to understand scan of the leader's issues, individual programs can be tailored to help the leader best meet these challenges.

LEP can then be used to track the leader's progress in addressing these issues.

LEP provides:

1. A clear understanding of current leadership effectiveness and the leader's key business issues

2. A set of tools to help each leader address their issues

3. The ability to track and monitor each leader's progress in driving higher levels of effectiveness into their workplace.

Traditional leadership program

| Individual assessment (360 etc) | Gap identification | Address gaps | Improve leadership (temporary) | ? |

Improving leadership program effectiveness by adding OEP or TEP

| Team or organisational scan to identify key leader challenges (LEP) | Individual gap assessment to meet identified challenges | Address gaps to meet leader's challenges as identified by LEP | Improve leadership (permanent) | ✓ |

For more information on this and other ways in which The COI Group can help your organisation, please visit our web site at www.coigroup.com or call us on 1300 364 705.

Maximising organisational, team and individual effectiveness.