

STRATEGIC LEADERSHIP DEVELOPMENT

Using sophisticated tools from Management Research Group (MRG), a leading company in the field of leadership research, we provide a suite of services all aimed at shifting business performance to the next level. Each component of WayAhead's Strategic Leadership Development intervention can be implemented on its own to improve certain aspects of business and leadership performance. Alternatively, we can take a more holistic approach and deploy our expertise and specialist tools in concert to determine, assess and adjust leadership behaviours for maximum effect on business results.

The MRG model defines leadership effectiveness in six dimensions. Each dimension is further refined into distinct behaviours as follows:

CREATING A VISION	IMPLEMENTING THE VISION	DEVELOPING FOLLOWSHIP	FOLLOWING THROUGH	ACHIEVING RESULTS	TEAM PLAYING
CONSERVATIVE	STRUCTURING	PERSUASIVE	CONTROL	MANAGEMENT	COOPERATION
INNOVATIVE	TACTICAL	OUTGOING	FEEDBACK	FOCUS	CONSENSUAL
TECHNICAL	COMMUNICATION	EXCITEMENT		DOMINANT	AUTHORITY
SELF	DELEGATION	RESTRAINT		PRODUCTION	EMPATHY
STRATEGIC					

Defining Required Leadership Practices & Behaviours

Using the 'Strategic Directions'™ tool to provide a common language with which to discuss leadership behaviours, a WayAhead Consultant will help you to assess which leadership behaviours are the most critical to your organisation's future success. This is done by administering the online, Strategic Directions questionnaire. The resulting report provides a platform for a practical, thought provoking and objective debate to pinpoint those behaviours critical to the success of your business.

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Assessing Current Leadership Practices

Two important measurements need to be taken to establish leadership culture. The first is the general feeling of the workforce towards current leadership behaviours and practices. By administering a 'Leadership Culture' survey to a representative sample of the workforce we can paint an accurate picture of how they perceive the behaviours and practices of the leadership team. Perception is reality!

Second, individual managers and leaders are assessed directly by using the 'Leadership 360'® online questionnaire. The LEA 360 report provides an excellent view of an individual's leadership behaviour and effectiveness from four points of view; his own, his boss', his direct reports and his peers.

Having gathered the data from the Strategic Directions, Leadership Culture and LEA 360 exercises we can now clearly see the gaps between the perceptions of the workforce, the effectiveness of the leaders and the desired leadership direction. Armed with this objective data, targeted coaching can be deployed to correct shortfalls in performance and boost leadership effectiveness in all parts of the business.

Results

- SLD links an organisation's business strategy with the leadership practices needed to support corporate growth and goals.
- SLD provides the vehicle for leadership development and action planning.
- SLD data can be used to conduct a training or coaching needs analysis.
- SLD provides a focus and common understanding of the leadership practices needed to support and advance the organization.
- SLD helps individuals and organization to measure and facilitate change.
- SLD can help an organization identify the components of performance effectiveness at the individual and organization level through success profiling and benchmarking.

Ultimately the effects of a well structured leadership assessment and development plan are felt where it matters most in a positive change in Financial results.