

Leadership Effectiveness Analysis™

Group Composite Profile *ABC Company*

05/05/2006

	Number of Respondents:
Self Data	12
Boss Data	10
Peer Data	22
Direct Report Data	24

Norm Group: North America n=68228 (Jan2005)
Range Profile: ABC Company SD

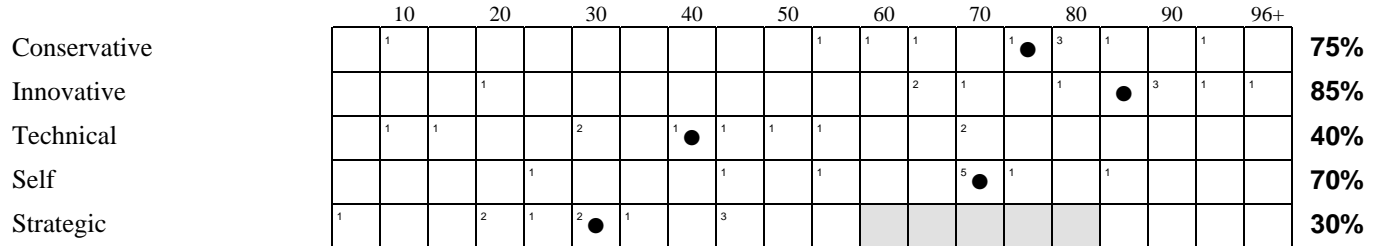
Presented by: XYZ Consulting

Leadership Effectiveness Analysis™

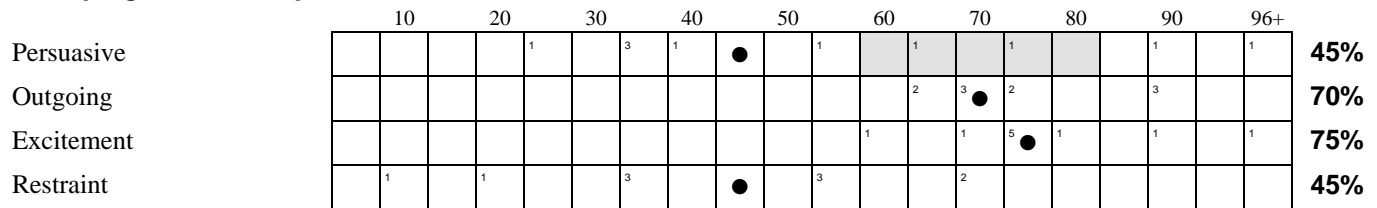
Leadership 360®
 Group Composite Profile
 Median/Frequency - Boss Data

LOW	LOW-MID	MID-RANGE	HI-MID	HIGH
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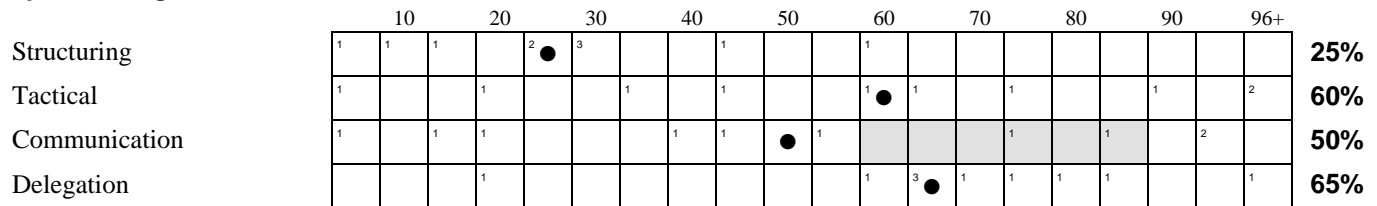
Creating a Vision



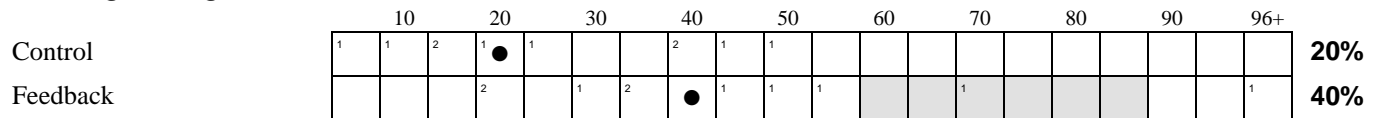
Developing Followership



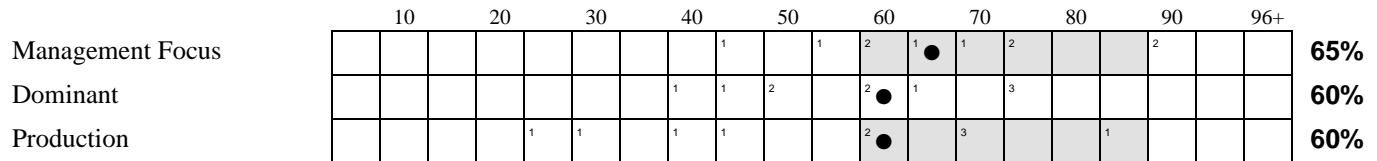
Implementing the Vision



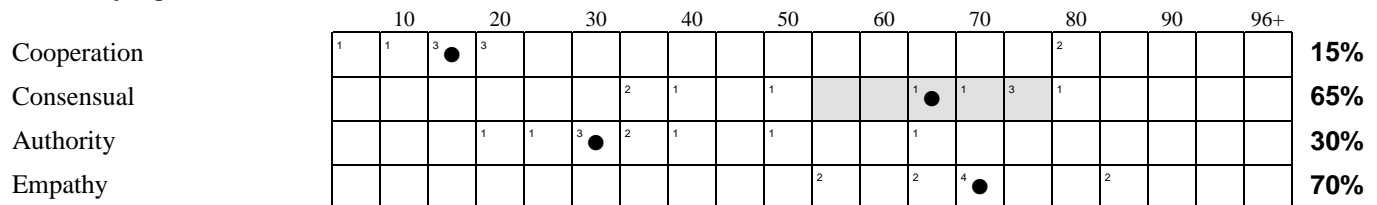
Following Through



Achieving Results



Team Playing



Leadership Effectiveness Analysis™

Leadership 360®
 Group Composite Profile
 Median/Frequency - Peer Data

LOW	LOW-MID	MID-RANGE	HI-MID	HIGH
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Creating a Vision

	10	20	30	40	50	60	70	80	90	96+										
Conservative		2				3	1		2	3	●	1	2	2	1	3		1	1	60%
Innovative					1		1	1	2	1	4		2	●	5	3	2			75%
Technical	1	4		3	1	2	●	1	1	2	1	1	2	2			1			30%
Self		1			1			1	1		2	7	●	2	6	1				60%
Strategic	3	1	2	1	3	1	●	2	1	5		1	1				1			30%

Developing Followership

	10	20	30	40	50	60	70	80	90	96+										
Persuasive					1	3	1	1	2	1	1	●	2	1	2	4	2	1		75%
Outgoing					1	5	1	4	●	2	5	1	1			1	1			65%
Excitement									1	2	3	6	●	3	4	1	2			80%
Restraint	1	2		2	4	1	4	●	1	2	2	2			1					35%

Implementing the Vision

	10	20	30	40	50	60	70	80	90	96+										
Structuring	2	1	1	2	3	3	●	1	2		3	3			1					30%
Tactical	6	2		1	1					3	●	2	2		1	2	1	1		60%
Communication	4	4	2		1	●		4	2		1	2			1					30%
Delegation		1	1			1			1	1	1	1	4	●	5	2	1	1	1	70%

Following Through

	10	20	30	40	50	60	70	80	90	96+											
Control	2	3	4	4	●	3	1		1	1	1	1			1					20%	
Feedback			1	1			4			1	4	●	2	2		1			4	2	55%

Achieving Results

	10	20	30	40	50	60	70	80	90	96+											
Management Focus					3	2	1		3		3	●	1	4	2	1	1	1		65%	
Dominant				2		1	1	1	4	2	●	2	4		2	1			1	1	55%
Production				1	1			6		3	●	3	3	1			1	3			55%

Team Playing

	10	20	30	40	50	60	70	80	90	96+											
Cooperation	3			3	2	2	3	●		1	1		1		2	2			1		35%
Consensual			2		2				1	5		3	●	2	2	2		3			55%
Authority				1		1	3	3	1	5	●	1	5	1		1					55%
Empathy					1	1				2	1	11	●	1	4	1					65%

Leadership Effectiveness Analysis™

Leadership 360®
 Group Composite Profile
 Median/Frequency - Direct Report Data

LOW	LOW-MID	MID-RANGE	HI-MID	HIGH
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Creating a Vision

	10	20	30	40	50	60	70	80	90	96+									
Conservative	2	2		1	2	1	1	1	3	1		1	4	1			4	50%	
Innovative			1		1	1	1	2	2		2	1	6		2	2	2	1	75%
Technical	2	1		2	3	2	2	2	3	1			2	2		2			35%
Self				1			2		2		2	8	3	5	1	1		1	65%
Strategic	3	1	7		3	4	1	2	1			1							25%

Developing Followership

	10	20	30	40	50	60	70	80	90	96+								
Persuasive			1		2		2	6		1	2	1	5	1	2	2		75%
Outgoing					1		2	1	6	6			4	3		1		75%
Excitement					1	3		1	2	2	6		4	1	2	2		80%
Restraint	1	2	1		3		2	6			1	4		1	2		1	40%

Implementing the Vision

	10	20	30	40	50	60	70	80	90	96+									
Structuring		3	3	2		2		3	3		4	1	3					40%	
Tactical	2	1		1		2		1	1	2		3	2	1	2		2	4	70%
Communication	2	5		2		3	1	1	3		1	1		2			3		30%
Delegation	3	1	1	1	1		1	1		2	3	3	1	3	2	2	2		60%

Following Through

	10	20	30	40	50	60	70	80	90	96+									
Control		2	3	3	2		1		3	3		1		2	1	2	1		45%
Feedback	1		1	1		2	2	5		1		4			2	4	1		55%

Achieving Results

	10	20	30	40	50	60	70	80	90	96+											
Management Focus			2		1	2	3			1	2		2	2		3	1	4	1	65%	
Dominant			1		1		3	3	2	2	2		1	2	2	2		1	1	3	55%
Production			4	1	1	5	2			1	2		2		1	1	2		2	40%	

Team Playing

	10	20	30	40	50	60	70	80	90	96+										
Cooperation	2	1	1	3	1			6		1			1	1	4	1		2		40%
Consensual		2		3	4	1	1	2		2		3	1		3		1			40%
Authority			1	2		2	2		7	1	2	2	3		2					50%
Empathy			1	1			1	2	1	1			6		1	6	1	3		65%