Leadership Effectiveness Analysis™

and the LEA 360™ Suite

A flexible assessment tool for use in a broad variety of engagements, including:

• Coaching
• Team Development
• High Potential Selection and Development
• Succession Planning
• Mergers and Transitions
• Culture Shifts
• Candidate Selection

“MRG assessments recognize that great leadership doesn’t require conformity. It helps me coach people to develop their own unique model of successful leadership.”

— KATHLEEN JACQUES, 29-YEAR CERTIFIED PARTNER, MAINE, USA

MRG.com | connect@mrg.com | +1.353.1.280.4430 or +1.207.775.2173
Many assessments attempt to reduce your diverse, multi-faceted leaders into a restrictive set of dimensions and place them on a single, narrow path — stifling potential and limiting growth.

The Leadership Effectiveness Analysis™ suite of assessments offers an expansive, holistic, and unparalleled view of your current and emerging leaders and provides a clear roadmap for growth and increased success.

The LEA™ measures 22 leadership behaviors grouped into six core functions, creating a uniquely insightful profile that provides a nuanced and scientifically sophisticated development tool. By embracing individual leadership styles and placing them within the context of your organizational environment, the LEA™ stimulates individual and team growth through insights that are accurate, encouraging, and actionable.

With individual, multi-rater and organizational impact versions of the assessment, the LEA™ Suite will help you:

- Identify specific leadership practices needed to achieve your organization’s strategic goals
- Understand the leadership behaviors currently in practice and the gaps with desired state
- Provide relevant, insightful feedback to leaders from a variety of observers
- Build action and accountability into the leadership development process
- Provide constructive coaching suggestions for key areas of leadership development
- Assess a candidate’s potential for leadership positions

Used alongside other MRG resources, the full suite of LEA assessments functions as the cornerstone of leadership development programs, and provides you with the tools to overcome key challenges, from succession planning in key positions to influencing shifts in organizational culture.
Great leadership does not have a universal formula.

Empower leaders to chart their path to success with assessments that respect individuality, foster self-awareness and inspire growth that will support organizational success.

Enhance the Impact of the LEA 360™ with...

**Momentum**

A roadmap for growth.
Introducing an easy-to-use, cloud-based system that helps individuals make the critical connection between assessment and action. Momentum builds accountability into a leader’s developmental journey, empowering them to create action plans based on their unique LEA 360™ data, send pulse surveys to colleagues, track their progress, share their results with coaches and mentors, and much more.

Learn more at MRG.com/momentum
MRG is a global leader in designing assessments that foster a deep self-awareness and impact people in profound and meaningful ways. The MRG suite of scientifically designed instruments, backed by more than three decades of research, includes solutions for Leadership and Personal Development, Sales and Service.

MRG believes that by recognizing the whole self, in all its complexity, you can support individuals as they increase their self-awareness, channel their motivational energy, discover new opportunities for growth, and actively engage in their own development.

What sets MRG assessments apart?

**Superior Instrument Design.**
Unique questionnaire design blends forced-choice and anchored rating scale formats, resulting in an accurate, objective instrument that is very difficult to manipulate.

**Global Platform.**
Available in up to 18 languages with over 40 regional norms and a network of thousands of practitioners around the world.

**Configurability.**
Configure results to align with organizational competencies, client branding, and program-specific content.

**Unparalleled Customer Service.**
MRG’s experienced and accessible service team supports you in executing successful projects and engagements.

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Are you ready to experience the powerful insights of the LEA 360™?

Whether you support people within your own organization or work as an external consultant, MRG can help you make the LEA 360™ suite of assessments part of your tool kit.

**LEARN.** Qualified professionals can apply to become certified to deliver and interpret MRG assessments. The thorough, interactive certification program includes theoretical foundations of the assessment, hands-on practice, and training in the assessment’s practical application.

**PARTNER.** Whether you need assessments for a small team or support in developing a complete assessment and development program, MRG can work with you or connect you with a certified partner who will meet your needs.

Contact us today to start the conversation...

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