

# 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**

MRG.com | connect@mrg.com | +1.353.1.280.4430 or +1.207.775.2173

# The Leadership Effectiveness Analysis™ (LEA)

Growth as a leader requires exploration and intention.



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.

While many assessments attempt to reduce multi-faceted leaders to a restrictive set of dimensions, the LEA™ is different. It 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.

## The LEA™ Core Assessments: for Individual Development LEA 360™:

This revealing assessment provides leaders with feedback from their boss(es), peers, and direct reports, contextualizing behaviors, illuminating gaps between perception and reality, and leading to deep self-awareness.

## LEADERSHIP IMPACT REPORT:

For leaders who are committed to their success and want to understand their impact on others. This report reflects ratings on leadership competencies that provide actionable insights into the impact leaders have on their key constituents.

## SELF-ONLY:

When gathering observer perceptions is not an option, the powerful insights of the LEA™ model are available in a self-only format.



## The LEA 360™ Suite: for Organizational Development

### LEA LEADERSHIP CULTURE™:

Because leadership is the dominant influence on organizational culture, MRG created an assessment that gives organizations deep, clear insights into the culture created by leadership practices and behaviors.

### LEA STRATEGIC DIRECTIONS™:

Oriented toward the future, this questionnaire is ideal for organizations who are looking to define the approach to leadership that will enable them to successfully achieve their strategic objectives.

### LEA ROLE EXPECTATIONS™:

Grounded in current conditions and tied to specific leadership roles, this questionnaire is used to establish leadership priorities for a particular role or roles.



**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.**

## Using the LEA with Teams and Groups

Whether working with an intact team or senior leaders, high-level insights into the group's behavior and effectiveness are a critical foundation for development. The LEA 360™ Enhanced Composite Report delivers several powerful tools for group work, including:

- Profile analysis illuminating research-based insights about how the group profile measures up against three core leadership competencies
- Potential blind spots indicating areas where leaders may be less aware of their impact on observers
- Strategic Directions gap analysis revealing the group profile's alignment to the organization's target leadership profile



INSIGHT. EVIDENCE. INSPIRATION.

## Assessments from MRG:

RECOGNIZING THE  
UNIFIED SELF FOR  
OVER 30 YEARS.

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, Motivation, 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

## 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 ...**

[www.MRG.com](http://www.MRG.com) | [connect@mrq.com](mailto:connect@mrq.com)

+1.353.1.280.4430 OR +1.207.775.2173

