

## Our Assessment and Program Descriptions

Global LEADERShip's methodology begins with "The Factor" – a suite of user-friendly, web-based assessment tools. These tools measure many aspects of organizational and team culture, as well as leadership traits, and provide management with actionable information about organizational culture and management performance. This information is then utilized by Global LEADership Consultants to develop facilitated team sessions and leadership training that becomes a valuable tool for team leaders to measure a group's transformation and monitor continuing performance growth. Our assessments include the following:

### The EI Factor

#### OEIP – Organizational Emotional Intelligence Profile

Emotional intelligence (EQ) refers to the ability of organizations, teams, and individuals to recognize and regulate emotions in order to achieve positive outcomes. Emotions form the fundamental basis for how we interact with others,

how decisions are made, and how problems are solved. The OEIP measures your team or organization's collective "EQ" on a straight-forward five-level scale: Detached, Defensive, Dependent, Dramatic, and Dynamic.

#### LEIP – Leading with Emotional Intelligence Profile

Research demonstrates that "EQ," not IQ, is the single greatest predictor of leadership effectiveness. EQ refers to one's ability to establish and maintain harmonious interpersonal relationships with others by recognizing and regulating his or her emotions and the emotions of others. The LEIP measures both the four competencies of EQ and leadership style and is designed to be taken in conjunction with the OEIP.

#### LEIP 360? – Leading with Emotional Intelligence Profile 360 Assessment

Based on the LEIP, the LEIP 360 is a multi-rater assessment that measures both the four (4) competencies of EQ and leadership style based on responses from managers, colleagues, and subordinates. The LEIP 360 provides insightful feedback for leadership development.

### The Change Factor

#### RTCP – The Readiness to Change Profile

Organizational change affects everyone differently. Although some people respond positively to change, others are less receptive. Typically, organizations or teams will have a unique orientation to change and the RTCP measures your organization's attitude towards change.

### The Organizational Culture Factor

#### OOI – Organizational Orientation Profile (OOI)

Organizational culture is the personality of an organization and is defined as the underlying assumptions and values that create a common experience for organizational members. Organizational culture exists at multiple layers, and the OOI measures the following five (5) dimensions of culture - Leadership, Norms, Values, Beliefs, and Performance.

### The Personality Factor

#### HBDI-Herrmann Brain Dominance Inventory

Herrmann's HBDI is an on-line assessment tool that supports leaders in utilizing their Whole Brains, not just the parts they are most comfortable with, to improve self-awareness and develop flexible leadership styles. By administering this assessment, the certified HBDI consultants at Global Leadership can help individuals glean insight into their personal thinking while developing more effective leadership styles. When used with organizations, this tool can help build healthy high performance teams.

#### MBTI-Myers-Briggs Type Inventory

With over 15 years of experience in administering and facilitating conversations about the MBTI, the team at Global LEADership Consulting can support both individual interpretations of this versatile assessment or design team building programs that focus on recognizing and flexing leadership styles to enhance team performance.

