Leadership Practices (SLP)

Leadership Practices (SLP) provides feedback on a leader's ability to initiate and manage change.   To be successful, leaders in this role must contribute to an organization's sustained business growth. Leaders should be effective in gaining support and buy-in for new ideas, and are also responsible for bringing positive change to those with whom they work.   The SLP measures the leadership competencies that are vital to personal and professional growth and the success of the organization.

APPLICATION
Leadership development programs for managers and staff professionals

AUDIENCE
Any professional responsible for initiating and leading change

RESPONDENTS
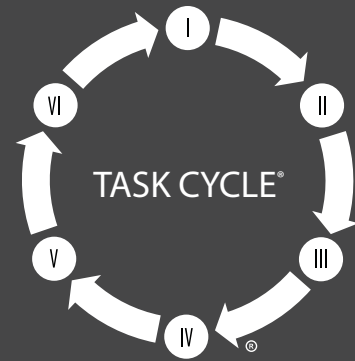Self, Manager, Peers, and Direct Reports

QUESTIONS
85 questions, 3 open-ended

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SLP survey and Task Cycle are intellectual properties of TBC.

Underlying Model

The Task Cycle is a validated organizational tool that can help leaders know where to focus their development. It is presented as a logical sequence of events, with each phase contributing to achieving the final goal. A leader's performance across the Task Cycle phases is predictive of how others perceive their impact on the organization.

SLP Leveraging Sequence

1 ENTREPRENEURIAL VISION
Finding creative solutions and taking informed risks.

2 LEADERSHIP FOR CHANGE
Being sensitive to others' reactions to change and encouraging participation.

3 GAINING COMMITMENT
Fostering an empowering, team-driven environment and constructively impacting outcomes.

4 MONITORING PERSONAL IMPACT
Openness to others' feedback regarding performance.

5 DRIVE
Setting performance standard, exhibiting dynamic energy, demonstrating perseverance and determination, and appropriately utilizing authority to get results.

6 RECOGNIZING PERFORMANCE
Recognizing the contributions of others.

OUTCOMES
Effectiveness/Outcomes, Coping with Stress, Trustworthiness, Temporary Sources of Power and Lasting Sources of Power are leveraged through the mastery of the Task Cycle phases.