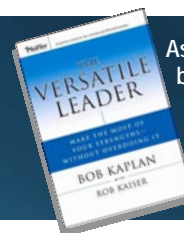


Leadership Versatility Index®

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As featured in the
breakthrough book,
The Versatile Leader:
Make the Most of Your
Strengths—Without
Overdoing It.

Certification for the Leadership Versatility Index® 360*

Three-part process

Pre-read: *Developing Versatile Leadership* (Sloan Management Review article)
Stop Overdoing Your Strengths (Harvard Business Review article)

1. Orientation to the LVI assessment model and feedback report (2 ½ hrs, webinar/phone call)
 - Conceptual orientation to new approach to feedback and development
 - Page-by-page explanation of the LVI feedback report, how to interpret results
 - Practice interpreting sample reports
 - Tips for how to leverage LVI feedback to do the outer and inner work of development
2. Practicum, one-on-one help preparing for first use of the LVI (1 hr, telephone-based)
 - Prepare to give a real manager LVI feedback, identify key themes & session game plan
 - Instructor will also review that report and your preparation materials
 - Discussion of your summary, additional observations about the data, pointers for how to conduct the session
3. Follow-up debrief of feedback session, gap analysis (brief)
 - Very soon after your first LVI feedback session, brief check in about how it went
 - Identify anything you weren't sure about, need further clarity/resources

Requirements

- Education, training, and experience in the behavioral sciences or adult learning and ed.
- Experience facilitating 360-degree feedback interpretation and individual development.
- The LVI is not suitable for entry-level professionals with little experience with feedback.

Costs

- \$1,800 per person for individual, one-on-one instruction for orientation
- \$1,300 per person for open-enrollment, group-based orientation (held monthly)
- Includes the *LVI Facilitator's Guide*
- Your first LVI 360 assessment (\$350) and administration of the survey (\$50) is additional and will be billed separately
- Group rates are available

To enroll: lvi@kaplandevries.com

* Certification is for using the LVI instrument only and is not a certification for providing feedback and coaching in general.
Prices effective as of February 2010.