



# PERFORMANCE PROGRAMS INC.

assessment, awareness, action



## Executive Leadership

### APPLICATION

Executive development and long-term succession planning

### AUDIENCE

CEO, president, vice president, senior managers, board of directors

### RESPONDENTS

Self  
Manager  
Peers  
Direct Reports

### QUESTIONS

69 questions,  
3 open-ended

### EXECUTIVE LEADERSHIP (EXEC)

provides feedback on an individual's capacity to effectively manage and lead at the highest levels of an organization. A leader's primary role is to achieve business targets and operational objectives. Executive-level leadership includes having a thorough knowledge of the marketplace, and a compelling vision for the organization. This survey further provides feedback on emotional intelligence, which measures the ability to manage one's emotions and relationships. An understanding of emotional intelligence can directly benefit performance on a personal and organizational level. The EEQ measures the strategic and personal skills that lead to organizational success.

### THE EXEC TASK CYCLE®

The Task Cycle, the architecture for all of our assessments, is a validated model of successful management and leadership practices for each organizational role. It is presented as an organized sequence of behaviors, with each phase contributing to achieving the final goal. Its intuitive logic about where to find leverage provides an easy transition from feedback to performance improvement.

## Task Cycle® Phases:

### **I. SETTING DIRECTION**

Developing a vision and a plan for change, taking informed risks and exhibiting enthusiasm for the business.

### **II. EXECUTIVE PERSPECTIVE**

Demonstrating sound financial judgment, understanding and anticipating market trends, being sensitive to others' reactions to change, making good decisions and being customer oriented.

### **III. EXECUTIVE IMPLEMENTATION**

Timely decision-making, development of strong teams and a determination to succeed.

### **IV. FEEDBACK**

Appreciating others' points of view and understanding how emotion impacts behavior.

### **V. DRIVE**

Setting performance standards and appropriately utilizing authority to get results while maintaining composure.

### **VI. ACKNOWLEDGING CONTRIBUTIONS**

Recognizing the contributions of others.

### **OUTCOMES**

Trust and Effectiveness/Outcomes are leverages through the mastery of Task Cycle phases.

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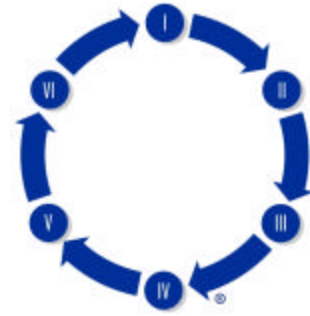
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## **Leadership Practices**

### **APPLICATION**

Leadership development programs for managers and staff professionals

### **AUDIENCE**

Any professional responsible for initiating and leading change.

### **RESPONDENTS**

Self  
Manager  
Peers  
Direct Reports

### **QUESTIONS**

85 questions  
3 open-ended

### **LEADERSHIP PRACTICES (SLP)**

provides feedback on a leaders 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.

### **THE SLP TASK CYCLE®**

The Task Cycle, the architecture for all of our assessments, is a validated model of successful management and leadership practices for each organizational role. It is presented as an organized sequence of behaviors, with each phase contributing to achieving the final goal. Its intuitive logic about where to find leverage provides an easy transition from feedback to performance improvement.

## **Task Cycle® Phases:**

### **I. ENTREPRENEURIAL VISION**

Finding creative solutions and taking informed risks.

### **II. LEADERSHIP FOR CHANGE**

Being sensitive to others' reactions to change and encouraging participation.

### **III. GAINING COMMITMENT**

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

### **IV. MONITORING PERSONAL IMPACT**

Openness to others' feedback regarding performance.

### **V. DRIVE**

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

### **VI. 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 Task Cycle phases.

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## Leadership EQ

### APPLICATION

Leadership development programs for managers and staff professionals

### AUDIENCE

Any professional responsible for initiating and leading change

### RESPONDENTS

Self  
Manager  
Peers  
Direct Reports

### QUESTIONS

59 questions  
3 open-ended

### LEADERSHIP EQ (LEQ)

provides feedback on leadership competencies and emotional intelligence. A leader's primary responsibilities are to grow the business and achieve operational objectives. To achieve these goals, leaders in this role foster a high quality of working life in the organization and motivate their employees to be productive and loyal. This survey also provides feedback on emotional intelligence, which measures the ability to manage one's emotions and relationships. An understanding of emotional intelligence can directly benefit performance on a personal and organizational level. The LEQ measures the strategic and personal skills that lead to organizational success.

### THE LEQ TASK CYCLE®

The Task Cycle, the architecture for all of our assessments, is a validated model of successful management and leadership practices for each organizational role. It is presented as an organized sequence of behaviors, with each phase contributing to achieving the final goal. Its intuitive logic about where to find leverage provides an easy transition from feedback to performance improvement.

## Task Cycle® Phases:

### I. SETTING DIRECTION

Developing a vision, planning for change and taking informed risks.

### II. STRATEGIC PLANNING

Being sensitive to others' reactions to change and collaborating to plan the future.

### III. IMPLEMENTATION

Emphasizing employee development and effective, compelling communication.

### IV. FEEDBACK

Appreciating others' points of view and understanding how emotion impacts behavior.

### V. DRIVING FOR RESULTS

Setting performance standards, appropriately utilizing authority to get results while maintaining composure and exhibiting enthusiasm.

### VI. ACKNOWLEDGING CONTRIBUTIONS

Recognizing the contributions of others.

### OUTCOMES

Trustworthiness/Integrity and Effectiveness/Outcomes are leveraged through the mastery of Task Cycle phases.

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