

# Leadership Competencies for Managers (LCM)

Leadership Competencies for Managers (LCM) provides feedback on a manager's leadership and management skills. Effective managers have a good balance of work-oriented and people-oriented skills that allow them to achieve the goals and objectives of the organization. The management role is enhanced by strong leadership skills. Effective leaders create ideas and prepare the organization for change. The LCM combines the skills essential to both the management and leadership roles into one survey.

#### APPLICATION

Management development designed to add thought leadership to the traditional role.

#### AUDIENCE

First-line and middle managers

#### RESPONDENTS

Self, Supervisor, Peers, and Direct Reports

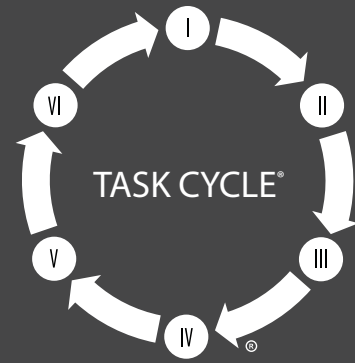
#### QUESTIONS

59 questions, 3 open-ended

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LCM survey and Task Cycle are intellectual properties of TBC.

## Underlying Model



The Task Cycle is a validated organizing 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.

### LCM Leveraging Sequence

1

#### ESTABLISHING THE PURPOSE

Presenting fresh ideas and long-range vision, utilizing clear communication and demonstrating the courage to take risks.

2

#### LAYING THE FOUNDATION

Solid decision-making, collaborative planning, and effective conflict management

3

#### SUSTAINING THE EFFORT

Developing strong teams and guiding individuals toward success.

4

#### FEEDBACK

Providing employees with feedback on their performance.

5

#### DRIVING TOWARDS SUCCESS

Setting performance standards, demonstrating enthusiasm, delegating responsibility, and appropriately utilizing authority to get results.

6

#### RECOGNITION

Acknowledging the contributions of others.

#### OUTCOMES

Tension Level and Overall Effectiveness are leveraged through the mastery of Task Cycle phases.