



★ Leadership Practices Inventory Workshop ★

Overview

The *Leadership Practices Inventory (LPI) Workshop* helps individuals and organisations measure their leadership competencies and develop their leadership potential, while guiding them through the process of applying Kouzes and Posner's acclaimed Five Practices of Exemplary Leadership® Model to their real-life organisational challenges.

As a pre-workshop activity, participants are assessed on 30 research-validated behavioural statements that describe actions a leader would take when engaged in each of The Five Practices of Exemplary Leadership®.

This assessment is administered in the form of print-based questionnaires, the Self and Observer forms of the LPI, either of which takes about eight to ten minutes to complete.

Participating leaders complete the LPI-Self, rating themselves on the frequency they engage in each of the thirty leadership behaviours. Five to ten other people –most usually the participating leader's manager, peers, and direct reports complete the LPI-Observer form, rating the participant on the frequency with which they think he or she engages in each behaviour. Respondents indicate their relationship to the leader—but, with the exception of the leader's manager, all the observer's feedback is anonymous.

Completed response sheets are returned directly to the facilitator, not the leader, and they are scored electronically using LPI Scoring Software. The LPI Scoring Software generates a detailed Feedback Report for each participant which are distributed during the LPI Workshop.

The *LPI Workshop* is presented in a highly interactive format and is designed to help leaders make the most of their LPI Feedback Report, appreciate how others see their leadership behaviour, and plan how to use that information to become the most effective leader possible.

Workshop Segments

- Leadership Development Is Self Development – Introducing the Topic of Leadership
- Orientating Participants to LPI
- Understanding the LPI Report
- Understanding and Using the LPI Feedback
- Next Steps – Continuing the Leadership Development Process



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Learning Outcomes

Upon completion of the *LPI Workshop* leaders are able to:

- ✓ Describe The Five Practices of Exemplary Leadership®
- ✓ Relate how The Five Practices apply to their leadership
- ✓ Use LPI feedback to identify their leadership strengths and weaknesses
- ✓ Choose actions for improving their ability as a leaders
- ✓ Commit to leadership development actions they will take

Delivery

The LPI Workshop is presented as a half-day workshop + pre-workshop activity. Public and in-house courses are available.

Target Audience

Prospective *LPI Workshop* participants can include people who:

- Currently manage or supervise others
- Have no direct reports but who have leadership responsibilities, such as project or team leaders
- Are being considered for or would like to prepare for leadership responsibilities.

Information and Bookings

Please phone Plum Results on 02 6495 2656 or email admin@plumresults.com.au to request more information, check public dates or book an in-house course. To waitlist for a public course please visit www.plumresults.com.au/waitlist_13.html