

Leadership Development Assessments



Compelling feedback that stimulates insight and action like no other leadership assessment tool

Successful companies recognize the importance of developing their leaders and can choose from an array of assessments. However, in a world crowded with human capital tools it's surprising how few actually address the "human" component of human capital. LMAP focuses on the personal and interpersonal behaviors that drive outstanding organizational leadership.

LMAP is one of the most sound, accurate and constructive of all assessment instruments. I have worked with firms on top leadership assessment for 32 years and this tool provides the most useful behavioral insights of any and is refreshingly free of the common force fit distortions, simplistic recipes, and feel good cliches. Rather than a slick gimmick, the LMAP is the real thing.

— **Jeffrey Sonnenfeld, Ph.D.**

Senior Associate Dean for Executive Programs & Lester Crown Professor, Practice of Management, Yale University

LMAP helps executives understand how their self-perceptions compares to team perceptions and to an empirical model of leadership effectiveness. LMAP Assessments provide insights and behavioral options on specific ways to enhance their leadership abilities. *A lot to ask for from an assessment?* It is, but even the most hardened executive sits up and pays attention when they read their LMAP Report.

Going through the LMAP experience was life changing for the leadership team and myself. The LMAP assessment provided significant insight regarding the strengths of my leadership as well as targeting some critical areas for improvement. What I realized was that it was less an issue of skill and much more an issue of awareness and armed with that insight I have tried to be the kind of leader that my organization requires.

— **Fred Rankin, President and CEO**

MediCorp Health System, Fredericksburg, VA

LMAP uses proprietary technology to compare a leader's behavioral profile to a research-based and -proven model of effective leadership. LMAP Reports are highly personalized narratives that help leaders identify assets and counterproductive behavioral styles. The LMAP Report helps leaders learn new ways to leverage strengths and understand and manage behavioral liabilities. Armed with new insights, leaders can resist the temptation to "just do it," habitually repeating self- and organization-defeating behaviors. LMAP empowers leaders to apply their newly discovered insights, transforming their behavior by making informed choices, and raising a new standard for ongoing, constructive engagement.

Never have I seen any assessment tool create such a buzz in a group of senior managers and executives. LMAP has a powerful, immediate impact on people. The combination of an intelligent and thoughtful LMAP Report, the LMAP presentation, and the interactive exercises, motivates participants to use the feedback constructively. I have seen even the most successful managers moved to action and for many, the LMAP provides important insights and perspective and new ideas on how to grow as a leader... The LMAP staff is knowledgeable, accessible, and professional. They are a seasoned lot who draw on years of client engagements and lessons learned. They are happy to go the extra mile, very good at what they do, and refreshingly grateful for our business.

— **Gail Steinel**

President, Executive Advisors EVP, BearingPoint, retired;
Ex-Global Managing Partner, Arthur Andersen Business Consulting

LMAP Assessments:

- designed for Executives, Mid-level Managers and Individual Contributor Professionals
- based on a scientifically-grounded model of Personality
- validated and benchmarked against a large normative database
- automated Pulse surveys to follow-up and track behavior change
- administered and delivered through web-technology
- licensed for use by Organizations, Executive Programs and Consultants

LMAP provides support services to help organizations design and implement effective programs and to train internal coaches.