

## TRANSFORMATIONAL LEADERSHIP 360

*Are you looking for a tool to help make your executives better at leading transformation throughout the organization? Transformational Leadership 360 focuses on critical leadership skills that drive organizational engagement and productivity.*

### APPLICATIONS

Today's leaders need more than the ability to manage tasks and activities. They must also excel at transforming individuals into happier and more productive employees. **Transformational Leadership 360** is a great tool for helping leaders develop these skills.

**Transformational Leadership 360** addresses conventional transactional competencies, but its primary focus is on transformational leadership skills that encourage, stimulate and engage others to achieve greater engagement and productivity. It's an ideal tool for developing leaders who truly want to make a difference.

### AT A GLANCE

- Transformational and Transactional Leadership Competencies
- 49 Behavioral Questions
- Internet Administration
- Reliable / Validated Scores
- Scoring Bureau Processing
- Comprehensive Feedback Report (with scoring and graph options)
- Online Developmental Goal Setting / Reminder System
- Comprehensive Competency Based Resource Library

### COMPETENCIES & BEHAVIORS

#### TRANSFORMATIONAL

- Listening
- Painting a vision
- Intellectual stimulation
- Treating people as individuals
- Career skill development

#### TRANSACTIONAL

- Goal Setting
- Performance monitoring and control
- Providing feedback

### TESTIMONIAL

"Delivers fundamentally sound structures to support integrating an effective feedback process - a range of reliable assessment tools, simple internet administration, 1st class support & guidance. We need only 1 source for our feedback projects. These guys deliver!"

- Gordon Hay, Director - Organization Development, Hartzell Propeller, Inc.

## TRANSFORMATIONAL LEADERSHIP 360

### FEATURES

#### MEASURES SEVEN TRANSFORMATIONAL LEADERSHIP COMPETENCIES

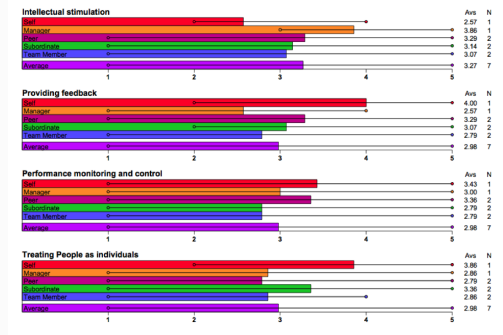
- Assesses both core leadership behaviors
- Theoretically derived based on transformational leadership research
- Established scale reliability and validity

#### ESTABLISHED NORMS

- Standardized norms based on diverse industries
- Ability to utilize local or organizational norms

#### COMPREHENSIVE FEEDBACK REPORT

- Line or bar graph comparisons of “Self” and “Other” ratings
- Customizable rater labels
- Normative or raw score averages
- Most and least frequently observed behaviors
- Open-ended comments section
- Developmental Action Plan
- Group Composite Report



### Why You Shouldn't Buy a Stand-Alone 360

The ultimate objective of most 360-degree feedback programs is to successfully change behavior leading to increased effectiveness. Achieving this objective requires three conditions: enlightenment, encouragement and enablement. A 360-degree feedback assessment provides insight and enlightenment. But, without the other two, you won't demonstrate sustained and successful behavior change.

Envisia Learning's much acclaimed Talent Accelerator is an online goal setting and learning transfer system that provides the missing elements – a platform for guided goal setting, on-going reminders about progress, competency based resource library, and an evaluation of effectiveness called ProgressPulse. It has proven to increase success of a behavior change program by up to 150%.

Talent Accelerator is available with any Envisia Learning assessment – including those that are custom designed just for you. Before you buy any 360-degree assessment, be sure to learn more about how Talent Accelerator translates insight into increased effectiveness and greater ROI for your program. Just visit our website at [www.envisialearning.com](http://www.envisialearning.com).



**The Three Necessary  
Conditions for Initiating  
and Sustaining Successful  
Behavioral Change**

### ABOUT ENVISIA

Envisia Learning has been helping leaders, consultants and coaches deliver real and lasting behavior change in organizations for over 25 years. The company's 360-degree feedback assessments and online goal-setting tools merge their expertise in psychology, technology and coaching to offer a complete behavior change system. We invite you to look around our website or contact us to learn more.