

Leader Focus

Leadership Through the Right Lens

Leadership is complex and multidimensional; it can't be defined by a title or having direct reports. Helping clarify what comprises leadership, Leader Focus provides insight into the six competencies that influence leadership style and effectiveness. These competencies affect what leaders will focus on, how they define success, what behaviors will be rewarded and punished on their teams, and how they will manage their careers, relationships, and behavior. Driven by the Hogan Personality Inventory and the Motives, Values, Preferences Inventory, Leader Focus empowers leaders with self-insight into their own reputations and leadership brands, so they can plan their careers and lead teams more effectively.

What Type of Leader Are You?

- ▶ **Results Leaders** are competitive and set high goals for their teams.
- ▶ **People Leaders** focus on team morale and relationship building.
- ▶ **Process Leaders** focus on creating, following, and enforcing procedures.
- ▶ **Thought Leaders** favor strategic approaches, experimentation, and innovation.
- ▶ **Social Leaders** use networking and communication to engage staff.
- ▶ **Data Leaders** identify data trends and lead with technical expertise.

Leader Focus Specifics

- ▶ Driven by the HPI and MVPI
- ▶ Assessment time: 20-30 minutes
- ▶ Intended for development of entry- to midlevel managers and leaders
- ▶ Based on global sample of approximately 14,000 leaders
- ▶ Outlines personal development considerations, career recommendations, and unconscious biases
- ▶ Individual and group debrief resources available
- ▶ Nondiscriminatory, equitable, and inclusive

Certification Requirements

- ▶ Assessment certification *required*
- ▶ Product training *recommended*



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