



# LVI

U.S. PATENT NO. 7,121,830

## LEADERSHIP VERSATILITY INDEX

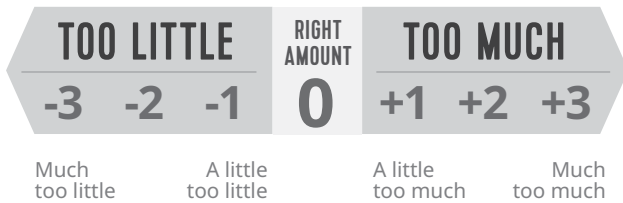


# 360 FEEDBACK TOTALLY REIMAGINED FOR A RAPIDLY CHANGING WORLD

In today's fast-moving economy, organizations need versatile leaders to guide employees and teams through a landscape of ambiguity, complexity, and disruption. The LVI develops versatile leadership by building a repertoire of skills and behaviors that expand the leader's and organization's ability to read and respond to change — and even get out in front by being the disrupter instead of the disrupted.

“Provides a behavioral roadmap that shows what you need to do more – and less – to become more versatile.”

- Chris King, VP Talent Management, The Walt Disney Company



### Patented Too Little / Too Much Rating Scale

Leaders often derail because their strengths become weaknesses through overuse. The LVI's rating scale uniquely gives leaders clear guidance on which behaviors they are overdoing and need to tone down, as well as the behaviors they need to build up and strengthen to strike a better balance. Presented as advice, and not a judgment, the feedback helps leaders get straight to work on the specific adjustments that will make them more responsive to change, and more effective.



### A Simple Model of the Complexities of Leadership

The LVI synthesizes more than 100 years of research in management and in psychology in one easy-to-understand framework. Organized in terms of opposing but complementary behaviors, it creates a powerful development experience that resonates with leaders because they recognize the tensions and tradeoffs that make their job a balancing act. Plus, the experience contributes to real improvement, as research shows that the versatile use of these paradoxical approaches explains half of what it means to be an effective executive.

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