Inspiring Leader Breakthrough



What is Inspiring Leader Breakthrough?

Inspiring Leader Breakthrough is a robust and well-tested model designed specifically for leadership development and to facilitate alignment of models across organisations. There are versions for non-managers and graduates and also for specific industry sectors so it is relevant for everyone and encourages leadership at every level. Inspiring Leader Breakthrough's intervention creates:

- A context and framework that delivers commitment and interest for maximum growth to occur.
- Unique participation and engagement levels through participants crafting their own additional and personal questions and electing to walk into the process themselves.

- A specially constructed feedback process which delivers clarity, insights and honesty around what is at stake in their career.
- A new perspective. Participants find themselves in a fresh context and discover openings for different approaches so that new levels of performance are possible.
- Transformation. Actions follow the new perspective and are supported and reminded via programme support.

SUCCESS STORY

The global finance company International Personal Finance wanted to re-shape their business and their leaders for a new model of operation. Their top 200 leaders had been in the business for a long time and had been used to doing things a certain way. This was going to be tricky! Once the strategy was clear, they implemented Inspiring Leader Breakthrough. Each leader got to see where they were weaker and which relationships needed focus and attention. The senior team saw how the whole picture reflected the current culture and was a mirror of the style and skills of the key leaders. Career development plans were agreed and the dialogue around learning became the norm. Consultation and training for the senior teams followed in the key international markets and a second updated follow-through Inspiring Leader Breakthrough was implemented a year later. A significant improvement in leadership was clear to see.

Deliver breakthroughs in performance in every type of organisation

- Inspiring Leader Breakthrough's unique 360 feedback leadership model is founded in psychology, neuroscience, statistics and HR experience
- The model can be used with all employees up to Chief Executive level and works with any organisation's competency model
- Delivers a thorough and robust evaluation and understanding of your talent
- Permits a real commitment to learning to occur
- Easy benchmarking of data. Allows analysis and understanding of how your leaders are really performing within teams, organisations and across industry sectors

Inspiring Leader Breakthrough Model

<u>Intellect</u>

Grasping Complexities Innovation Specialist Knowledge

Action

Decisive Action
Managing & Planning Activities
Commercial Focus *
Customer-centric*

Leadership

Strategic Vision — Leading with Intellect Managing Performance — Leading with Action Leading Teams — Leading with Inspiration / Connectic

Connection

Relating with Others Respect & Empathy Personal Responsibility Openness / Flexibility

<u>Inspiration</u>

Energy & Enthusiasm
Personal Impact
Striving to Grow
Clear Communication

* - These two competencies (Commercial Focus and Customer-centric) entirely contain all of the behaviors that are in any meaningful way specific to the private sector. Thus it is a simple matter to alter these to reflect the particular features of operating in the public sector, third sector or education sector.

Inspiring Leader Breakthrough is rooted in deep psychology and a true understanding of people and how they develop as leaders. It has been developed using the most advanced practitioner knowledge of 360 feedback tools and leadership styles alongside the robustness and consistency of a thorough statistical analysis. The Inspiring Leader Breakthrough competency structure consists of 18 competencies and a total of 107 items giving an average of 6 items per competency. There is a natural grouping around 4 themes; Intellect/Thinking, Action, Energy/Inspiration and Connection. The three Leadership competencies span many of these themes.



"We sought a professional business with a robust and rigorous approach to the 360 tool set-up. Reliability and accuracy of data were essential components in our selection and Talent Innovations demonstrated an impressive level of expertise."

Alex Brierley – HR Projects Manager at The University of York

Managing 360 feedback to deliver a breakthrough in leadership performance The Inspiring Leader Breakthrough Certification

What you will gain

A very personal understanding of the dynamics of change

Access to the philosophy and approach to breakthroughs in performance

- A framework for development
- Guidance from the latest in neuroscience
- The Inspiring Leader Breakthrough process flow and critical stages
- When it works and when it does not

A profound understanding of how this unique model delivers performance breakthrough

- Origins and development of the Inspiring Leader model
- Validation of the model
- Valuable research insights including the impact of gender and what makes an effective intervention

How to mine feedback reports to uncover deeper meaning

- The Breakthrough process of interpreting an Inspiring Leader report
- Clarity on how the items interconnect allowing breakthrough to occur
- Page-by-page interpretation
- Pitfalls to avoid

How to use the 360 Degree Discovery Method to create shifts in performance

- Advanced feedback skills
- How to structure for success
- Critical steps in detail
- Use depersonalisation to unravel issues of concern

Secret Techniques for Selling Inspiring Leader Breakthrough

- Selling via the Marketing Ladder of Inspiring Leader Breakthrough
- Incorporating hard business measures

ABOUT THE AUTHORS



Elva Ainsworth, BA, LCH, FCIPD Founder and CEO of Talent Innovations

Elva Ainsworth is one of the most experienced 360 feedback consultants in the UK. She has successfully managed her own development software and consulting business since 2001. Over the last ten years Elva has developed a portfolio of online development tools together with an innovative methodology which combines quality psychometric diagnosis with transformational coaching for intensive, high impact results. As well as 10 years experience in Human Resources, Elva offers over 20 years of international consulting experience in business psychology. She directed the first 360 degree feedback consultancy practice in SHL pioneering the first online 360 feedback programme ever to be used in Europe. She has delivered consulting projects globally and locally – including assessment and development centres, talent management programmes, competency modelling reviews, management development courses, performance management projects, executive coaching and training in 360 degree feedback skills and coaching.



Mark Ainsworth Consultant of Telefónica Digital

Mark has worked closely with Elva on the development of Talent Innovations since 2001, with specific responsibility for the development of the technical software and statistical tools. Much of Mark's business experience has been in analytical consultancy roles, including in British Airways, as a Race Strategy Analyst at McLaren Formula 1 team, and in Site Location Planning for global retailer Tesco. These roles have combined the need for working with highly complex ideas and data, using IT and statistics to make sense of them, and then using the results to influence the business - much like the process that results in a finished 360 degree feedback report!

Publications:

- "How to choose a 360 Degree Feedback tool" 12 questions you should ask a potential supplier. Talent Innovations (2013)
- "Gender Differences in 360 degree Feedback". Talent Innovations (2012)
- "Competency Framework: Starting from scratch" Talent Innovations (2011)
- "Turn the 360 around and then hold it up to the light" Understanding how 360 feedback can be enhanced by
 neuroscience. Talent Innovations 2012, A follow up to "Turn the
 360 around" (Dixon, Rock and Ochsner 2010)
- Warr, P., & Ainsworth, E. (1999). 360° feedback—some recent research. Selection and Development Review, 15(3), 3-6.
- "A Social Relations Analysis of the acquaintanceship effect on creativity" M Ainsworth (1997), Research Study, Oxford University



For more information about **Persona** GLOBAL® metrics and methodologies, please contact **info@personaglobal.com** or visit **www.personaglobal.com**



ABOUT Persona GLOBAL®

Persona GLOBAL® is a worldwide provider of assessment tools and methodologies for corporations facing challenges in change leadership, communication, organizational alignment, sales, customer service and management. Persona GLOBAL® metrics and methodologies are currently available in 70+ countries; its programs have been translated in up to 38 languages. More than 1,600 certified Persona GLOBAL® practitioners around the world serve their clients as strategic business partners.

Corporations that have benefited from *Persona* GLOBAL®s **Programs include**:

• BMW

Hitachi

- Applied Materials
 - Dell Computer
- British AirwaysJapan Airlines
- MitsubishiDisneyCoca-Cola
- IBM
 Alcatel
- Credit SuisseAmerican Express
- Motorola
- SONY Music Entertainment