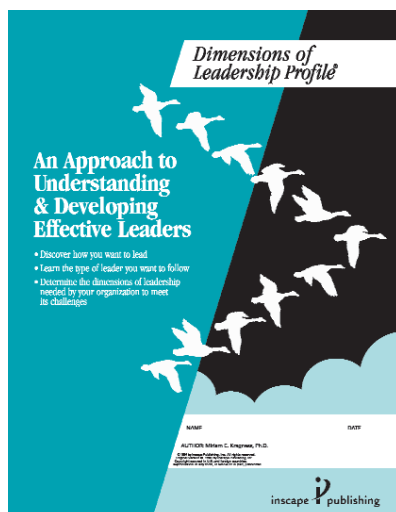


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Dimensions of Leadership Profile®

Discover and Develop Leadership Potential



Today's leaders
know when to
lead and when
to follow.

In a successful organization, leaders can be found at every level — from the boardroom to the mailroom, from the chairman's office to the customer service desk. This is particularly true in organizations that have abandoned elaborate hierarchies in favor of a team-oriented approach to leadership and management. Leadership is also important in Total Quality Management and is one of the evaluation criteria for the Malcolm Baldrige quality awards.

Leaders come in many varieties, ranging from charismatic visionaries to the unassuming team players who help their peers work together at accomplishing goals set by others. Most leaders display several leadership characteristics or "dimensions of leadership." What's more, a follower can become a leader and a leader can spend time as a follower.

Expand Your Definition of Leadership

The *Dimensions of Leadership Profile*® is a self-directed learning instrument designed to strengthen your organization in three ways:

1. Discover what you value in yourself as a leader.

You'll better understand how you are likely to make use of a leadership opportunity. You'll see how you contribute to your group's success and find it easier to plan for your own development as a formal or informal leader.

2. Learn what kinds of leaders you want to follow.

The *Dimensions of Leadership Profile* shows people what they value in a leader and highlights the kind of leadership they want to support. It also offers a non-threatening way for followers to describe how another person provides leadership. The results offer valuable feedback to present leaders, helping them see how others perceive their contribution.

3. Determine the Dimensions of Leadership needed by your organization.

Every organization is faced by unique challenges, each of which may require a different combination of leadership skills. With the insights gained from the *Dimensions of Leadership Profile*, you can more purposefully recruit and encourage potential leaders to contribute where needed.

Dimensions of Leadership Profile[®] (continued)

Discover the 12 Dimensions of Leadership

The *Dimensions of Leadership Profile*[®] allows learners to explore leadership from one of three points of view: self as leader, another person as leader, or the need for leadership. The profile then guides learners in their personal assessment of four broad aspects of leadership: Character, Analysis, Accomplishment, and Interaction. Finally, learners determine how they view 12 specific Dimensions of Leadership:

Integrity

Leading through honesty and acceptance of personal responsibility

Self-Renewal

Relying on flexible, responsive leadership that makes good use of experience

Fortitude

Acting with courage and confidence in the face of challenge

Perceiving

Looking beyond current details to the big picture, as seen from a variety of viewpoints

Judgment

Knowing what needs to be done and accurately anticipating consequences

Performing

Getting results by overcoming barriers to effectiveness

Boldness

Facing problems head-on with an uncompromising approach

Team Building

Accomplishing results through others by getting them to work together

Collaboration

Sharing rewards and responsibility with others in the group

Inspiring

Energizing, motivating, and encouraging others to pursue leader-defined goals

Serving

Taking cues from followers, providing what others can't get on their own

Enthusiasm

Pursuing objectives with passion and optimism, and attracting others to the cause

Develop Leaders at All Levels of Your Organization

Organizations like yours use the *Dimensions of Leadership Profile* to help people:

- discover personal leadership characteristics
- define the primary qualities needed by leaders
- develop an understanding of the leader-follower relationship
- encourage acceptance of different approaches to leadership
- match leadership approaches to organizational needs
- meet the challenges of today's team-oriented workplace
- recognize the strengths in shared leadership

Common Workplace Issues. Uncommon Results.

Individual differences are key to the success of your organization. Yet these vital differences can also lead to common workplace issues. Stress. Conflict. Low productivity. Ineffective leadership. Resistance to change.

So how do you solve common problems among unique individuals? With Inscape Publishing's self-directed learning instruments. Our tools are based on the belief that individual awareness is key to organizational success. Organizations like yours use Inscape's resources to provide a common language, helping people capitalize on differences to achieve uncommon results.

Related Products

The *Dimensions of Leadership Profile* Facilitator's Kit provides everything trainers need to administer the *Dimensions of Leadership Profile* in facilitated sessions. The kit includes research and technical background, a fully scripted seminar, presentation materials on CD-ROM, and two profiles. Contact your Inscape Publishing Authorized Distributor for details.