

LVS LEADERSHIP VITAL SIGNS

Measure leaders' capacity to produce strong results, to build a thriving organization and to drive change.

LVS measures five drivers + leadership outcomes:
Influence, Efficacy, Design, Direction

Are your leaders able to inspire **motivation**?

How strong are they in **execution**?

To what degree are your leaders fostering **teamwork**?

Are your leaders able to fuel **motivation**?

How skilled are they in creating buy-in for **change**?

How much **trust** do they create?

LVS is a web-enabled multi-rater assessment providing focused feedback about your leadership and comparisons between your and others' perceptions. In this context, "leadership" is defined by the five components of the VS Model.



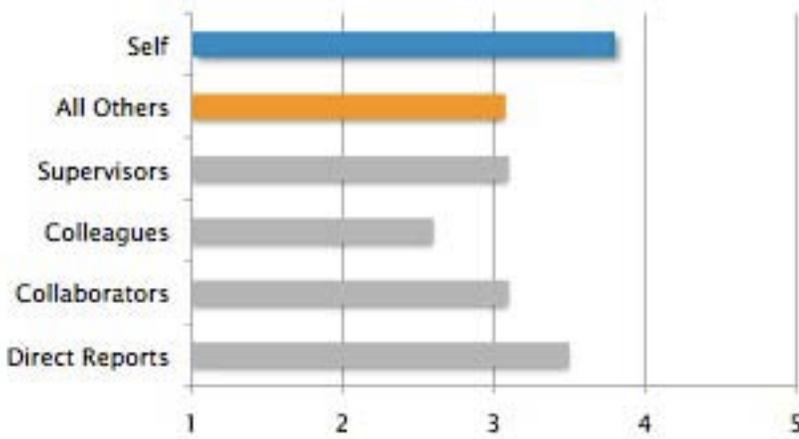
LVS HELPS YOU...

- Create a shared understanding of "leadership" and their key responsibilities for people-leaders.
- Focus leaders on the key drivers for enrolling people in change.
- Rapidly identify the barriers to sustainable performance.
- Pinpoint opportunities for growth and strengths to leverage.
- Frame a meaningful discussion of the fact that the leader's job is leading people.

What drives leadership excellence?

Multiple Perspectives

As a “360°” tool, LVS provides feedback about the leader from multiple perspectives. The LVS platform offers total flexibility as you design and deploy: Unlimited “rater” groups (such as colleagues, business partners, clients, etc). Unlimited raters (those giving feedback). Choice about who enters the raters and control over system-generated communication.



Effective uses for LVS:

- Assess leaders prior to a development program.
- Prepare leaders to drive change.
- Use the LVS framework as a process for individual and team goal setting.
- Track LVS outcome results as an indicator of effectiveness.
- Pre/post surveys measure the value of coaching and training.
- Structure the entire leadership strategy on the LVS Model, providing a coherent, practical answer to, “What do we mean by leadership here?”

LVS addresses the four factors that shape climate plus an overlay dimension of Trust:

- **Motivation** is the source of energy to overcome challenges, pursue a goal, or maintain commitment.
- **Change** is the readiness to innovate and adapt to succeed in a continuously evolving situation.
- **Teamwork** is collaborating to pursue a goal; it requires a sense of shared purpose and belonging.
- **Execution** is the ability to achieve strategic results by implementing effective tactics.
- **Trust** is a feeling of confidence, faith, and surety that engenders a willingness to risk and facilitates success in the other climate factors.

LEARN MORE:

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