



How are you developing leaders for a complex, ever-changing world?

Today's fast-paced and complex operating environment demands leaders who can adapt on the fly to rapidly changing conditions. Now there is an instrument that can help you develop managers into versatile leaders.

The Leadership Versatility Index (LVI) uses the 360 method of comparing feedback from a full circle of coworkers, but that's where the similarity ends. The LVI is a next-generation 360, built on innovation.

DISTINCT ADVANTAGES INCLUDE:

A breakthrough rating scale that identifies not just strengths and weaknesses but also when strengths become weaknesses through overuse. The scale takes the guesswork out of interpreting scores and shows the leader precisely what to emphasize more or less to be more effective.



A compact behavior model that represents the tensions and trade-offs that make leadership a balancing act. Forceful and Enabling cover a leader's interpersonal style, while Strategic and Operational cover the organizational issues a leader focuses upon. Leaders get a clear read on where they have struck an effective balance versus where they need to make adjustments. The model is simple and intuitive, based on terms leaders themselves use to describe the complexity of their work.



An integrative concept of versatility, defined as the ability to master paradox and utilize opposing approaches, that is used to summarize the results with one powerful, overall metric. This Versatility Score is highly correlated with employee engagement, unit productivity, and overall effectiveness. It distinguishes the best leaders from the rest.

The LVI is a truly unique feedback and development tool that grabs the attention of leaders. There's nothing else like it. In fact, the LVI is the only feedback tool that is patented.

Learn more: kaiserleadership.com

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