

IAK Enabling Leadership Performance (Eleade) Fact Sheet

A. Goals of Eleade

- Development of managers / executives through individual coaching
- Sustainability of behavioral change based on repetition, partial transparency of data; link of LSAC insights to personal development and career planning
- Increased communication, openness through reflection with supervisor and optional team coaching
- Support of a growing feedback culture within the whole organization

B. Eleade USP

The Tool:

- Semantic differentials (fast, easy, works in interculturally different contexts too)
- One page philosophy (holistic approach, resource oriented)
- Time saving 15 multiple choice questions and two open questions (equivalent to approx. 140 single questions in comparable questionnaires)
- Internet based questionnaires
- Aggregation of “Semantic Differentials” -> hypotheses for complex management capabilities like “Leadership“ / “Change“ / “Strategy“ / “Communication“ / “Values“
- Graphic representation of all results

- IAK “Time Table”-Tool (web based coordination of coaching sessions between coachees & coaches. Coachees pick coaches and predefined timeslots, leading to an efficient organization & overview of the coaching sessions taking place

- Internationally accessible - almost all languages available
- International network of certified Eleade-Coaches

Insights for human resources management/organizational development:

- Reports of an organizational entity can be aggregated to compare leadership qualities / challenges on different management levels or for different sectors of the organization (e.g. HQ, vs. countries or comparison departments)
- Existing IAK sets of data can serve as benchmark (available for several industries in general or various management levels)
- To create strong own insights, the certification of internal coaches (e.g. HR managers) is possible

C. The Coaching Process (2h)

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| • Presentation / Goals of LSAC process / Confidentiality | 15' |
| • Explanation of report structure / Feedback on results | 30' |
| • Reflection time for coachee | 10' |
| • Coaching -, consulting session | 50' |
| • Possible areas for improvement / solution focus -> next steps | 15' |