

TRANSFORMATIONAL LEADERSHIPview360

VIEWsuite360
BY ENVISIA LEARNING

PSYCHOMETRICALLY VALIDATED,
EASY-TO-USE 360 ASSESSMENTS

Are you looking for a tool to help make your executives better at leading transformation throughout the organisation? **Transformational LeadershipView360** focuses on critical leadership skills that drive organisational engagement and productivity.

APPLICATIONS

Today's leaders need more than the ability to manage tasks and activities. They must also excel at transforming individuals into happier and more productive employees. **Transformational LeadershipView360** is a great tool for helping leaders develop these skills.

Transformational LeadershipView360 addresses conventional transactional competencies, but its primary focus is on transformational leadership skills that encourage, stimulate and engage others to achieve greater engagement and productivity. It's an ideal tool for developing leaders who truly want to make a difference.



Delivers fundamentally sound structures to support integrating an effective feedback process – a range of reliable assessment tools, simple online administration, first class support & guidance. We need only one source for our feedback projects. These guys deliver!”

Gordon Hay, Director, Organisation Development, Hartzell Propeller, Inc.

AT A GLANCE

- Transformational and Transactional Leadership Competencies
- 49 Behavioural Questions
- Online Administration
- Reliable/Validated Scores
- Comprehensive Feedback Report (with scoring and graph options)
- Online Developmental Goal Setting/Reminder System
- Comprehensive Competency Based Resource Library

COMPETENCIES & BEHAVIOURS

TRANSFORMATIONAL

- Listening
- Painting a vision
- Intellectual stimulation
- Treating people as individuals
- Career skill development

TRANSACTIONAL

- Goal Setting
- Performance monitoring and control
- Providing feedback

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FEATURES

- Measures 7 transformational leadership competencies
- Assesses both core leadership behaviours
- Theoretically derived based on transformational leadership research
- Established scale reliability and validity

Established Norms

- Standardised norms
- Ability to customise or create bespoke norms

COMPREHENSIVE FEEDBACK REPORT

- Line or Bar Graph Comparisons of “Self” and “Other” Ratings
- Customisable Rater Labels
- Normative or Raw Score Averages
- Most and Least Frequently Observed Behaviours
- Open-ended Comments Section
- Developmental Action Plan
- Group Composite Report



Behaviour Summary Continued

Question	Self	Manager	Peer	Direct Report	Average
Goal setting	3.29 (0.46)	3.29 (0.46)	3.07 (0.36)	2.86 (0.50)	3.03 (0.46)
Considers sufficient options and alternatives before making a decision	5.00 (1.00)	4.00 (1.00)	4.00 (1.00)	3.00 (0.50)	3.80 (0.50)
Achieves goals through realistic planning	3.00 (1.00)	5.00 (1.00)	3.50 (0.75)	2.50 (0.75)	3.40 (0.32)
Persists towards goals despite problems and challenges or until they are no longer attainable	3.00 (1.00)	2.00 (1.00)	4.50 (0.75)	2.50 (0.75)	3.20 (0.42)
Organises and provides adequate resources to achieve goals	3.00 (1.00)	4.00 (1.00)	3.00 (0.50)	3.00 (0.50)	3.20 (0.51)
Defines and communicates goals and strategies for the team	4.00 (1.00)	3.00 (1.00)	2.50 (0.25)	3.00 (0.50)	2.80 (0.42)
Sets clear objectives and performance standards	3.00 (1.00)	3.00 (1.00)	2.00 (1.00)	3.50 (0.75)	2.80 (0.60)
Is able to think beyond the immediate (i.e., demonstrates a longer term perspective on goals, plans and objectives)	4.00 (1.00)	3.00 (1.00)	2.00 (1.00)	2.50 (0.75)	2.40 (0.76)
Performance monitoring and control	3.14 (0.27)	3.28 (0.36)	2.83 (0.31)	2.83 (0.36)	3.00 (0.33)
Identifies people's strengths and potential development areas	1.00 (1.00)	2.00 (1.00)	3.50 (0.75)	4.50 (0.75)	3.00 (0.49)
Reviews and discusses individual performance on a regular basis	1.00 (1.00)	0.00 (1.00)	3.00 (0.50)	3.00 (0.50)	3.40 (0.19)
Uses other people's strengths	3.00 (1.00)	4.00 (1.00)	3.50 (0.75)	3.00 (1.00)	3.40 (0.76)
Identifies problems in their early stages	4.00 (1.00)	3.00 (1.00)	2.00 (0.50)	4.00 (0.75)	3.20 (0.34)
Controls without interfering (i.e., monitors performance but empowers others to make decisions and take actions to acceptable results)	5.00 (1.00)	4.00 (1.00)	3.50 (0.75)	1.50 (0.75)	2.80 (0.42)
Checks to ensure plans are on course (i.e., tracks and monitors progress on goals, tasks, and projects)	4.00 (1.00)	4.00 (1.00)	2.00 (0.50)	2.50 (0.75)	2.60 (0.49)
Develops processes and procedures to monitor individual and team performance	4.00 (1.00)	1.00 (1.00)	3.00 (0.50)	1.50 (0.75)	2.00 (0.23)

WHY YOU SHOULDN'T BUY A STAND-ALONE 360

The ultimate objective of most 360-degree feedback programmes is to successfully change behaviour leading to increased effectiveness. Achieving this objective requires three conditions: enlightenment, encouragement and enablement. A 360-degree feedback assessment provides insight and enlightenment. But, without the other two, you won't demonstrate sustained and successful behaviour change.



The Three Necessary Conditions for Initiating and Sustaining Successful Behavioural Change

This is why we developed momentor. An online goal setting and learning transfer system that provides the missing elements – a platform for guided goal setting, on-going reminders about progress, competency-based resource library, and an evaluation of effectiveness and progress. It has proven to increase success of behaviour change programmes by up to 150%.

momentor is available with any ViewSuite or Envisia Learning assessment – including those that are custom designed. Before you buy any 360-degree assessment, be sure to learn more about how momentor translates insight into increased effectiveness and greater ROI for your programme.

ABOUT ENVISIA LEARNING

Envisia Learning helps you transform the way you design and deliver assessments and personal development programmes.

Our web-based blended learning and assessment platforms enable you to run your programmes in a simple, more convenient and effective way. All our platforms are flexible and can be adapted to your own methodology.

Flexibility, innovation and quality are key in every project we work on.

Contact us for more information at:

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