



## Leadership Performance Index Survey

### What Leadership Performance Index Survey ?

The Leadership Performance Index Survey is an online feedback system that brings together views from a leader's direct manager, peers, direct reports and other relevant people. The individual that undertakes a survey is provided with a personal report that can easily be translated into actions. The Leadership Performance Index Survey comes in a generic version. Clavis also offers support in translating your leadership competence model into impactful questions and observable key behaviours.

The system is built on a technology that makes it easy to customise to your organisation's leadership competence framework. The system has a very high degree of self-service involving a minimum of administration. It can be applied cost-effectively throughout your organisation and you can combine the e-solution with a paper solution should all relevant respondents not have access to the Internet.

### Increases the return on investment in leadership training and coaching

Participants are to conduct a survey prior to the Leadership training programme as well as six months after the programme. By having participants conducting a Leadership Performance Index Survey prior to attending a leadership programme they will bring valuable input from people around them and they are likely acknowledge where there is room for improvement. By conducting a survey six months after the programme you motivate the participants to use what was taught on the programme in order to improve their leadership performance. A side effect is that using the right questions in the survey you will be able to measure the behavioural impact of the leadership programme

### Accelerates the development of executives and leaders in talent pools

The Leadership Performance Index Survey has proven to be a powerful tool for executives. Co-workers can be excellent observers and provide valid feedback given that the survey is constructed around a meaningful competence framework and that the questions are at an observable, behavioural level that is easy for peers to recognise. One of Clavis's key competencies is supporting organisations in translating their leadership competence model into observable key indicators.

### Drives good leadership in accordance with your organisation's leadership competence framework

Beyond being a targeted development tool the Leadership Performance Index Survey can be used as an alternative or as a supplement to the dual performance appraisal. The survey can be introduced as an organisation wide vehicle in anchoring the leadership competence framework and drive good leadership.





## 领导力表现指数

### 什么是领导力表现指数?

领导力表现指数是一个在线的反馈系统，它收集被测评者的直接领导、同级同事、直接下属以及其他相关人员对他的看法。根据评估报告，被测评者可以采取进一步的行动。领导力表现指数既有通用版本，克拉维斯也可以根据企业自身的领导力胜任模型，设计针对企业的有特殊意义的问题和可观测的关键行为，为企业设计定制版本。

该系统的设计原理是为了简便定制组织的领导力胜任框架。它实现了最小化降低管理、尽可能地进行自主服务。它符合成本效益，可广泛应用在整个组织，您可以使用在线解决方案，对于一些不能进入网络的问卷填写者，您也可以选择进行书面问卷调查。

### 影响一：增加领导力培训的投资回报

项目开始前6个月、结束后6个月，参与者各参加一次调查。进行多源发展调查，可以为受训者在参加领导力项目前带来有价值的输入，使他了解周围人对他的评价，使受训者更能清楚需要改进的地方。

领导力项目结束后6个月进行多源发展调查，可以启发参与者在工作中应用培训所得来改进自己的领导绩效。另外，如果能恰当设计问卷中的问题，就能测量到项目对行为的影响。

### 影响三：加速人才库中高管和领导人的发展

多源发展调查被证实是说服高管们的有力工具。同事是最佳观察员，可以提供有效的反馈。调查的问题锚定在可观测的容易识别的行为上，我们的关键能力是帮助组织把他们的领导力胜任模型转化为可观测的关键指标。

### 影响二：领导人和组织的领导力胜任框架保持一致

除了作为一个有针对性的开发工具，多源发展调查还可以作为双重绩效考核的替换或补充工具。这项调查可以引入作为组织上下执行领导力框架和驱动好的领导力的载体。

