

360 Effective Leader Profile

Assessing Leadership Effectiveness

COE 360 Effective Leader Profile offers a new generation of breakthrough leadership assessment used for leadership development, executive coaching and leadership training.

360ELP consists of 20 Competencies in the three Categories Head, Heart and Hand.

- “Head” refers to the strategic leadership competencies.
- “Heart” refers to personal mastery and relationship competencies.
- “Hand” refers to the tactical leadership competencies.

360ELP connects with a well-researched battery of competencies with deep motivation and underlying habits of thoughts. It reveals the relationship between patterns of action and the internal assumptions that drive behaviour. Ultimately, 360ELP goes to the source of behaviour to get greater leverage on change. We normally work with clients to customise descriptors as per clients’ “Competency Framework”. Due to this customisation, the value of this 360 Effective Leader Profile is not in comparing leaders in different companies and various environments with each other. The real value is in giving some guidance for personal development of leaders and – to a little degree - comparing own strength and weaknesses with the average rating of leaders in one organisation.

Our Value Proposition

Our consulting team bring with them experience in competency development and implementation.

We enhance the skills of your people to empower them to successfully continue and manage the 360ELP in future.

We transfer our knowledge to your people throughout our relationship. Your learning is part of the project. “Success” = Results + Skills Transfer

360ELP

HEAD

- Shows Helicopter Vision
- Is Business Oriented
- Takes Initiative
- Drives Innovation
- Manages Complexity
- Is open to New Ideas

HEART

- Demonstrates Team Leadership
- Builds Relationships
- Supports People
- Listens effectively
- Acts with Integrity
- Manages Stress

HAND

- Takes Responsibility
- Makes Decision
- Makes Things Happen
- Solves Problems Creatively
- Manages Change
- Influences Others

