



PLANNING A PROGRAM TO DEVELOP THE LEADERSHIP SKILLS OF YOUR SUPERVISORS AND MANAGERS?

BUT HOW DO YOU KNOW FOR SURE IF YOUR INVESTMENT IN A TRAINING OR EDUCATIONAL PROGRAM WILL MAXIMIZE YOUR OBJECTIVES?

Penn State's Leadership Competency Inventory

- Take out the guesswork. Discover the unique development needs for your organization.
- Close the gap between needs and goals by building the competencies your managers need.
- Increase achievement of organizational goals by enhancing transfer of learning.
- Make sure your programs will deliver results based on a *proven* competency model.

Your tool for “precision” training.

The Leadership Competency Inventory (LCI) is a questionnaire, a tool that gathers the opinions of the “target group” – your managers and supervisors – by having them rate *importance* and *development needs* for 32 competencies shown to be critical to successful performance. Additional open-ended questions tap into information unique to your organization.

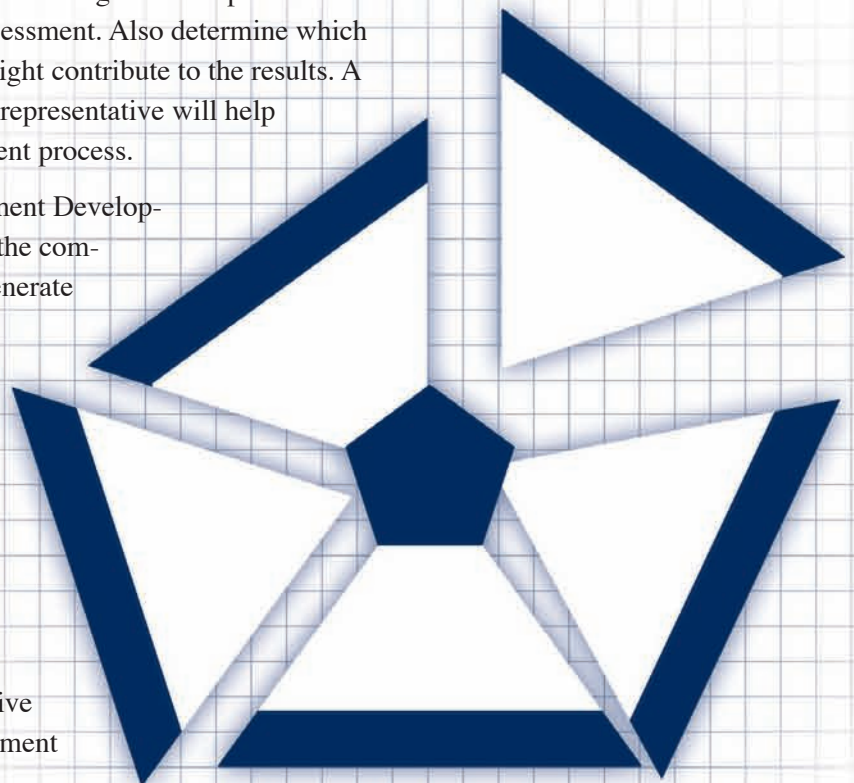
This inventory is research-based, drawing on extensive long-term studies of managerial competencies and linked to a competency-based course structure. Responses are treated confidentially and reported for the group as a whole (although the process can be structured to also provide individuals with information helpful for their career development). A parallel LCI may be administered to higher-level managers – also as a group – to reveal and analyze any differences in perception of needs and goals throughout the organization.

Getting started.

Identify the target group of managers and supervisors who will participate in the assessment. Also determine which higher-level managers might contribute to the results. A Penn State Outreach/CE representative will help you through the assessment process.

The Penn State Management Development office will process the completed inventories and generate a summary report.

Penn State offers the LCI service to organizations for a nominal charge. Additional information about the process and related costs is available from your Penn State Outreach/CE representative or Management Development faculty member.



PSU ASSESSMENTS.

Our assessment support to clients extends beyond the LCI when informational needs exist outside of leadership competencies. Our Customized Occupational Profile (COP) assessment helps you capture the best practices of your top performers and use that information to design a variety of human resource support and development tools. You might also ask about GroupSystems™ – an interactive, dynamic approach to identify and prioritize goals, problems, opportunities and needs and help organizational members reach agreement on targets and approaches.

©2008 Penn State Management Development Programs and Services

The competency information provided in the document is based on research conducted by Dr. Wesley Donahue and provided to Management Development for selected use.

Results are the key.

The LCI Report is a comprehensive summary of results obtained from the Inventory response. The 32 LCI competencies are sets of skills, knowledge, attitudes, and behaviors that are observable and measurable and that contribute to performance excellence. Shown in the model, the competencies are grouped into five categories reflecting key focal areas or managerial functions. The computer-generated Report includes graphs and highlights that clearly reveal the most important findings.

From assessment to action.

The LCI Report is your springboard to a relevant, effective and efficient learning experience for developing your organization's leaders. By reviewing the results, you gain a clear understanding of where training will most advantageously impact your organization. Assessment results are linked to Management Development's competency based Leadership Development Series (but do not rule out customized solutions).

A member of the Management Development faculty will help analyze the results, and meet with you to discuss the findings and suggest development options.

