

## The Exceptional Leadership Assessment

The ELA measures the six essential elements of exceptional leadership and provides leaders with a process and specific tools for recognizing their strengths and taking action to manage any growth opportunities that are inhibiting their ability to achieve even better results.

Based on over 25 years of research, the ELA is an effective tool for reinforcing the key values essential to cultures of performance in which everyone is highly engaged.

### The Six Elements of Exceptional Leadership



### The ELA<sup>360</sup>

This assessment provides the ability for the leader to receive feedback from a variety of individuals and therefore perspectives. The ELA<sup>360</sup> includes a self-assessment to allow the leader to compare his/her perspective with that of his peers, managers, internal customers, and any other individuals they invite to participate.

The ELA<sup>360</sup> report provides a detailed, reliable and holistic approach to identifying key leadership strengths and opportunities for improvement as they relate to driving business across the organization.

### The ELA<sup>SELF</sup>

This assessment provides the leader with the ability to regularly self-assess, track and manage their performance against the six Elements of Exceptional Leadership.

## The Six Elements of Exceptional Leadership



### Develop Alliances

Collaboration is second nature to high performance leaders and they strive to build positive alliances across the organization.

#### Behavioral indicators include:

- Treating everyone across the organization with equal respect.
- Looking for opportunities to support others in their endeavours.
- Building relationships with colleagues outside of their immediate team.
- Creating shared purpose between diverse groups.
- Looking for opportunities to exchange information and knowledge across formal organizational boundaries.
- Facilitating the transformation of conflict into win-win situations.
- Inviting input/ideas from others outside of their immediate team.
- Trusting and harnessing others' capabilities.



### Self-Leadership

Exceptional leaders must first get the best from themselves in order to bring out the best in others; this requires that leaders be in tune with themselves and their organization's culture and expectations and choose appropriate behaviours accordingly.

#### Behavioral indicators include:

- Looking for opportunities to take on new challenges that will stretch them.
- Seeking feedback about personal performance.
- Taking initiative to get things done.
- Following through on commitments.
- Setting their performance bar high.
- Acting with integrity in all aspects of work and communication.
- Continuously learning and developing themselves.
- Making the hard decisions when necessary.



### **Create and Harness Spirited Teamwork**

Critical to leaders' success is their ability to develop spirited, focused and capable teams that consistently pull together toward their common goals.

Behavioral Indicators include:

- Setting high performance expectations.
- Keeping goals in front of team members.
- Looking for opportunities to coach team members.
- Creating a sense of ownership.
- Recognizing people for their contributions.
- Focusing on building the health of the team as well as achieving results.
- Fostering an environment based on trust.
- Celebrate team success.



### **Embrace Ongoing Transformation**

The transformational leader is forward looking with an eye for innovation and change that will catapult the business forward.

Behavioral Indicators include:

- Embracing creative ideas for driving the business.
- Actively looking for innovative solutions.
- Weighing and taking risks.
- Keeping the big and changing picture in the forefront when making decisions.
- Taking a positive attitude towards change with which one may not agree.
- Assessing and learning from the past.
- Demonstrating the ability to quickly change course.
- Fostering innovative thinking in others.



## Passion and Purpose

Exceptional leaders are focused with feeling. They are passionate about growing the business and demonstrate a relentless drive to succeed.

### Behavioral indicators include:

- Results focused.
- Creating an environment of high energy conducive to achievement.
- Championing new ideas and undertakings.
- Inspiring passion and drive in others.
- Keeping the vision in front of self and others.
- Moving relentlessly forward in spite of challenges.
- Rejecting mediocrity.
- Holding firmly to a belief in possibilities and success.



## Communicate to Influence

Leaders who achieve communicate so as to influence positive, productive and exceptional outcomes.

### Behavioral Indicators include:

- Explaining complicated ideas or issues simply.
- Providing feedback in a way that it can be heard.
- Making good judgement calls as to when and how to raise an issue or idea.
- Communicating with respect.
- Using the right tone and the right language at the right time.
- Communicating openly with everyone at all levels of the organization.
- Being approachable.
- Actively listening so that others feel heard and understood.