

Leadership

Assessment & Development



We know where the goal posts are!

A diagnostic 360 measurement of leadership behaviours benchmarked against optimal profiles, framed in terms of the established **Full Range Leadership Model** (Bass & Avolio) – authors of the Transformational – Transactional Leadership paradigm.

- ◆ Advanced integrated delivery platforms – internet, email & paper (as required).
- ◆ Join the growing MLQ Full Range Leadership Accredited Network!
- ◆ See the MLQ Accreditation Courses Flyer 2005 for dates, locations & how to register.

The MLQ Facilitation Accreditation Course: Details

The Training Process

This course comprises a one day workshop followed by completion of a multiple-choice competency test which samples understanding of the workshop and the follow-through reading of the materials supplied – sample reports, course manual and research articles.

All participants undertake a 360 MLQ Profile Report beforehand and train on this in the workshop. A minimum of three other raters is required ... but it can be as many as 24 for a full report! Registration is consequently approx. two weeks prior to the workshop to enable this process to occur. A little pre-reading is also expected to make the best use of workshop time.

The MLQ Facilitation Course Outline

The Full Range Leadership Model (Bass and Avolio)

– the leading research benchmark in leadership assessment:

- ◆ Transparent independent published research base!
- ◆ A behavioural model to optimise impact and influence
- ◆ Demonstrated links to desired organisational outcomes
- ◆ Ideal for developing leaders through follow-on coaching
- ◆ This research shows that leadership IS trainable!

Orientation to the new Australasian MLQ Profile Report (43pp – full colour):

- ◆ Ratings shown against *research-driven benchmarks* linked to outcomes
- ◆ Additional benchmarking with three levels of norms – local, national and universal
- ◆ Ideal for establishing a detailed leadership development plan.

Specific demonstration training in facilitation of the 360 data-collection process:

- ◆ The eMLQ internet site: you are in control 24 hours a day to actively manage your projects! Highly automated, intuitive and elegant
- ◆ Email MLQ and paper back-up where and as required.

Practice in giving, receiving and interpreting MLQ Profile Report feedback:

- ◆ Processing your own report and practicing coaching others on theirs
- ◆ Sample and case study reports for experience in interpretation
- ◆ Establish precise behavioural goals for leadership development.

Marketing resources and aids:

- ◆ Key features and benefits – why the MLQ 360 stands out from the others!
- ◆ Flyers and simple explanatory materials for clients
- ◆ Access to the comprehensive MLQ Network Members area of the website.

Course participant's comments: Sydney 2005:

"Extremely well done - interesting discussions held - Ray's enthusiasm is infectious, he's very knowledgeable about the field of work"

"Good presentation, combined with contemporary readings and information".

Extensive Materials Supplied

- ◆ A personal 360 MLQ Profile Report
- ◆ A comprehensive set of published research readings related to the MLQ and Full Range Leadership Model
- ◆ An Accreditation Manual for MLQ Facilitation – your companion resource for practice and confident MLQ implementation
- ◆ Sets of marketing resource materials
- ◆ Two sample MLQ Reports
- ◆ A free Practice MLQ post workshop.

Register your interest today – online, or use the form on the MLQ Accreditation Courses flyer.
Generous package discounts available.