

# Leadership

# Assessment & Development



We know where the goal posts are!

## The ODQ Leadership Culture Profile -

- ◆ benchmarks an organisation's leadership culture along both the transformational and transactional leadership dimensions. It can be simultaneously applied to multiple departments and business units.
- ◆ provides a diagnostic for optimum organisational leadership culture development, in particular for innovation and adaptability in changing environments.
- ◆ provides a basis for facilitating and measuring culture change interventions.
- ◆ is conceptually compatible with the Full Range Leadership Model (Bass & Avolio).
- ◆ is a companion to the MLQ360 and MLQTeam Profiles. This facilitates sound multiple-level assessments and simultaneous development interventions for greater individual, team and organisational effectiveness.

## The ODQ Leadership Culture Accreditation Course: Details

- ✓ can be taken as a stand-alone unit. However MLQTeam and MLQ 360 Facilitation accreditations are also recommended to enable the most powerful multiple-level assessments, diagnostics and interventions based on the same validated Full Range Leadership Theory.
- ✓ is broad and covers a variety of applications of the ODQ, including benchmarking culture change and featuring a direct intervention that utilises ODQ scale items for the development of action plans.

See the MLQ Accreditation Courses flyer 2004 for dates, locations and how to register.

**The ODQ Instrument** is a unique 28 item diagnostic measurement about an organisation's leadership culture. It assesses this in terms of the now well-accepted transformational – transactional leadership paradigm that has been widely adopted following the extensive work over a decade or more by Professors Bass and Avolio, and an international network of top researchers, on the Full Range Leadership Model. Professor Ken Parry has recently led and published important research linking the ODQ scale with organisational effectiveness and intrinsic / extrinsic organisational culture constructs.

## The Training Process

This course comprises a half day workshop followed by completion of a focused multiple-choice competency test which samples understanding of the workshop and the follow-through reading of materials supplied – sample reports, course manual and research articles. A little pre-reading is expected to make the best use of workshop time.

## The ODQ Course Outline

A review of Transformational and Transactional dimensions of Leadership Culture against the backdrop of the Full Range Leadership Model (Bass and Avolio) – the leading research benchmark in leadership assessment:

- ◆ Demonstrated research links to the most effective leadership cultures in terms of desired organisational outcomes.
- ◆ An exploration of the nature of *organisational culture* and its relationship with *leadership culture* through an experiential case-study approach.

Orientation to the structure of the new comprehensive Australian ODQ Leadership Culture Profile Report with suggestions about how to present its information to organisations.

A review of the nine defined and measurable leadership cultures reported by the ODQ Assessment and Profile - again using participative action-review methods.

Specific training in facilitation of the ODQ data-collection process:

- ◆ Email ODQ facility and paper back-up where and as required.

Practice in interpreting ODQ Profile Report feedback.

Examination of an intervention to develop leadership culture.

Alternative uses of the ODQ for benchmarking, diagnostics and development interventions.

Changing culture, teams and leaders through simultaneous leadership culture, group and individual development strategies.

## Extensive Materials Supplied

- ◆ A set of published research readings related to the ODQ and Full Range Leadership Model (Bass & Avolio).
- ◆ An Accreditation Manual for ODQ Profile Facilitation – your companion resource for practice, confident assessment and report implementation with an organisation, department or business unit.
- ◆ A range of related culture development resources, strategies and aids.
- ◆ Two sample ODQ Profile Reports.

**Members access the MLQ Network Members area of the website for marketing resources.**

**Members receive the MLQ Network Members Newsletter – 360 degree Feedback!**

Register today – use the form on the MLQ Accreditation Courses 2004 flyer.

Generous early bird and package discounts available. Enquiries welcome!