

Leadership

Assessment & Development



We know where the goal posts are!

The **MLQTeam Instrument** is a unique diagnostic measurement about a team's perceptions of the exercise of its internal behaviours to maximise team leadership and demonstrated associated team effectiveness and performance outcomes. The resultant *team leadership profile* is benchmarked against optimal research-based profiles framed in terms of the established Full Range Leadership Model (Bass and Avolio) – the authors of the now widely-accepted Transformational – Transactional Leadership paradigm.

The MLQTeam Leadership Accreditation Course: Details

The MLQTeam Profile -

- ◆ is conceptually fully compatible with the MLQ360 and Leadership Culture (the ODQ) instruments and profiles, and is psychometrically supported.
- ◆ is implemented through advanced integrated electronic / email or paper platforms.

MLQTeam Accreditation Training -

- ◆ can be taken as a stand-alone unit. However MLQ Facilitation accreditation is also recommended, along with ODQ Accreditation, to enable the most powerful assessments for multiple-level leadership development based on the same validated Full Range Leadership theory.
- ◆ is broad and covers a variety of applications of the MLQTeam, critical issues in team development, and a range of interventions - including team development plans based on the MLQTeam Report and comprehensively-researched Full Range Leadership Model framework.

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 MLQTeam Course Outline

A review of the Full Range Leadership Model (Bass and Avolio) – the leading research benchmark in leadership assessment:

- ◆ Transparent independent research base!
- ◆ A behavioural model to optimise internal team impacts
- ◆ Demonstrated links to highly developed team benefits and outcomes and factors which make a difference
- ◆ Ideal for developing leaders and teams through individual and group coaching.

Orientation to the new Australasian MLQTeam Profile Report (full colour):

- ◆ Ratings shown against research-driven benchmarks linked to outcomes
- ◆ Additional benchmarking against norms
- ◆ Ideal for establishing a detailed *team leadership* development plan.

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

- ◆ EmailMLQTeam facility and paper back-up where and as required.

Practice in interpreting MLQTeam Profile Report feedback:

- ◆ Sample and case study reports for experience in interpretation
- ◆ Establish precise behavioural goals for team leadership development.

Marketing resources and aids

- ◆ Key features and benefits of the Full Range Leadership Model and MLQTeam Report
- ◆ Flyers and simple explanatory materials for clients
- ◆ Access to the comprehensive MLQ Network Members area of the website.

Receive the MLQ Network Members Newsletter – 360 degree Feedback!

Be entitled to purchase the MLQ Network Resource Folder (members only)!

Register today – use the form on the MLQ Accreditation Courses 2004 flyer.
Generous early bird and package discounts available.

Extensive Materials Supplied

- ◆ A comprehensive set of published research readings related to the MLQTeam and Full Range Leadership Model (Bass & Avolio).
- ◆ Accreditation Manual for MLQTeam Report – your companion resource for practice, confident assessment and report implementation with the team.
- ◆ Team development resources, strategies and aids.
- ◆ Sample MLQTeam Reports
- ◆ Sample Team Development Plan and strategy to optimise team member's internal influencing behaviours and skills.