

Leader Action Profile II (LAPII)

Feedback and Measurement for Mid-Level Leaders to Executives

The Leader Action Profile II (LAPII) reveals leadership strengths and opportunities unique to your workplace environment for how to increase leadership effectiveness. The web-based format is tightly integrated with The SLII Experience™, our award-winning learning design for Situational Leadership® II (SLII®).

LAPII examines

Directive Behaviors

- Setting SMART Goals
- Showing and Telling How
- Establishing Timelines
- Identifying Priorities
- Clarifying Roles
- Developing Action Plans
- Monitoring and Tracking Performance

Supportive Behaviors

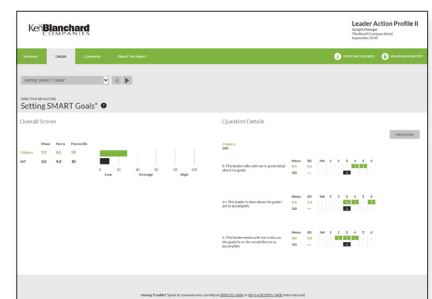
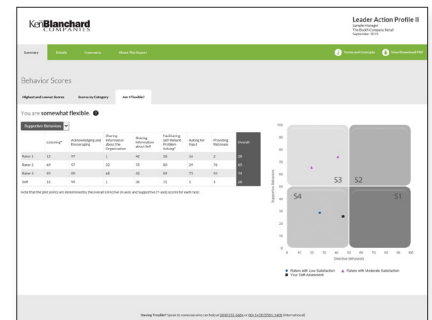
- Listening
- Facilitating Self-Reliant Problem Solving
- Asking for Input
- Providing Rationale
- Acknowledging and Encouraging
- Sharing Information about the Organization
- Sharing Information about Self

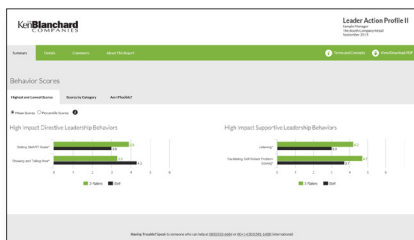
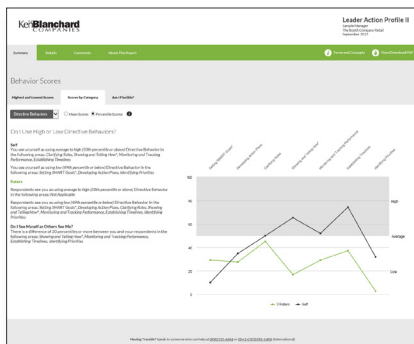
Satisfaction

- Satisfaction with Leader
- Satisfaction with Organization

Benefits

- Identifies opportunities to improve leadership effectiveness
- Results in a plan for the strategic development of specific leadership skills
- Evaluates the frequency with which the leader uses directive and supportive leadership behaviors
- Closes the gap between the leader's perceptions of his or her leadership style and others' perceptions
- Assesses the flexibility of leadership style among direct reports
- Increases the use of SLII within the organization
- Measures satisfaction levels with the leader and the organization to determine appropriateness of behavior
- Measures change over time with the post-training assessment





Assessment Attributes

Questionnaire • 50 items using a 6-point rating scale (almost never to almost always), plus three open-ended questions

180° Feedback • Self (leader) and Raters (direct reports or individuals with whom the leader sets goals)

Pre- and Post-Assessment • Reports that compare the assessment results prior to training and after training

Norms • Included to provide benchmarks or standards of performance determined by tracking scores of managers from various organizations over time

Valid Results • The LAPII has been deemed valid as evidenced by scientific methods of statistical testing demonstrating that this instrument accurately measures what it purports to measure

Psychometric Properties • Construct Validity—subscale factor analysis

- Reliability—alpha coefficients of 16 dimensions range from .60 to .89
- Concurrent validity—significant positive correlation with
 - LBAII® (Leader Behavior Analysis II®)
 - LBDQ (Leader Behavior Description Questionnaire)
 - JSI (Job Satisfaction Inventory)
- Normative comparisons—standardized scores derived from means and standard deviations

Administration • Computer scoring with web-based reporting requires Internet access and an email account

Additional Services

We offer a full set of services tailored to address your specific business needs:

- Customizations
- Translations
- Project Coordination

Related Training Program

The web-based LAPII is aligned with The SLII Experience and can help create a shared process, language, and model for leadership development, and ensure that goals are in alignment and performance is monitored, tracked, and focused on the appropriate areas.

Please check with your Blanchard Sales Associate regarding services and pricing.

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