Leadership Potential Evaluation
Leadership Assessment with LPE

Every person brings their own unique mix of experiences, skills and personal preferences to the leadership role. Executives need to ask themselves the following questions: how to identify and mentor those employees and managers that have leadership potential, how to assess the true quality of the company’s management, how to help advance the leadership team as a whole and where the company stands compared to other companies. Additionally, executives will want to consider how they can keep the top performers among the managers motivated in the long run.

Assessment profile
The web-based potential analysis LPE (Leadership Potential Evaluation) was developed specifically for use in management and provides a valid and reliable assessment of a manager’s leadership potential. This assessment was originally developed 20 years ago and has since then been continuously improved upon. The assessment, which covers the most important factors of leadership potential using 10 main factors, 34 detailed factors and 5 indices has been completed by over 10,000 managers and executives.

The assessment consists of a computer generated printout and a personal report put together by an expert.

In addition to the assessment profile, a description of the respective results in each main factor, each detailed factor and each index is provided along with recommendations for further development. Additionally, a detailed interpretation of particularly notable results, correlations of specific factors beyond the information contained in the assessment profile as well as detailed recommendations on further personal development are included in the individual report put together by a certified consultant.

LPE indices are super factors which substantiate the information contained in the LPE using 5 core aspects. These indices are therefore especially important for any fundamental analysis of strengths, weaknesses and areas of development.
The **IMPACT INDEX** (the impact of one’s own personality) refers to the degree of a person’s self-identification with the demands of their profession and how much personal satisfaction and fulfillment they derive from achievement and success. Ambition and challenge are of primary importance.

The **ACTION INDEX** (self-confidence in the face of challenges) is a measure of the degree to which the person’s confidence of success, command of situations, and assertiveness contribute to the ability to master major challenges and retain perspective in the face of stressful situations. Mastery of difficult assignments has priority for this person.

The **TEAM INDEX** (positive basic attitude) is a yardstick of general optimism about oneself and others. This attitude results in the ability to address the diverse range of leadership tasks with openness and the respectful involvement of direct reports and co-workers. This person’s orientation centers on finding solutions, respect for others and trust.

The **CONSISTENCY INDEX** (structure and orientation towards results) is a measure of the ability to ensure high-quality results through control, action planning and a results-oriented leadership style. This person emphasizes the importance of determination and action, in meeting challenges and securing results.

The **INTEGRATION INDEX** (consistent impact) is a yardstick of consistency and balance in the face of conflicting professional demands. This characteristic makes it possible for a person to balance conflicting demands by reconciling and integrating them; with a focus on finishing assignments even under pressure. Activities are centered around support for others, predictability and reliability.
"The CEVEYSYSTEMS LPE is an objective, effective and reliable assessment tool with strong practical applications. The assessment findings, personal development plans and coaching sessions consistently garnered a high degree of acceptance from our 200 managers who completed the program. Findings from the Leadership Appraisal provided valuable strategic direction in the assignment of personnel and in the re-design of our performance recognition program."

Director HR – Transport Company

"Implementation of the LPE has proven to be an extremely effective and results-oriented method of identifying our management capabilities in our group; both domestic and international, including our German, U.S. and Chinese teams."

Vice President – Global Operations

Application and concrete questions

The LPE helps you to find answers to your questions regarding leadership:

- How good are our leaders?
- How and by which method and means can we further develop our leaders?
- Where do we stand in comparison to the competition?
- Which of our long-term top performers should be developed?
- How can we motivate leaders and salespeople to embrace a development process?

Potential applications of the LPE are in all of the areas in which you would like to assess and systematically develop the leadership potential of current and potential future executives.

Fields of application

- Personality Development
- Leadership Development
- Organisational Development, Risk-Analysis
- Business Leadership Coaching, BLC
- Leadership Audit, GAP-Analysis
- Assessment Centers
- Leadership Potential Analysis
- Monitoring Development
CEVEYGROUP — Solutions with LPE

The LPE is a core component of our comprehensive consulting solutions with a focus on leadership. We structure the following topics to best suit your company’s needs in order to help you systematically develop your executives:

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<th><strong>Leadership-Development-Program with LPE</strong></th>
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<td>In our Leadership-Development-Programs we combine workshops, coaching, LPEs, assessments and project specific performance coaching to provide the best support for an effective and sustainable learning process for both managers and the company as a whole.</td>
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<th><strong>Using the LPE to choose executives and find talent</strong></th>
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<td>The LPE is an essential component of every selection process and is an ideal complement for other techniques and processes (interviews, cognitive performance tests, assessment centers). By including the potential analysis in the selection process, the process quality increases significantly. In addition to improving the quality of the prognosis, the results also provide you with a sound development plan that draws on information at the potential level.</td>
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<th><strong>Leadership Audit and Management Dialog</strong></th>
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<td>Together with the management board and each upper management executive we develop a specific development plan that focuses on the concrete business and learning requirements. A dialogue based on strategic questions, an approximation of the business strategy, feedback on competencies and potential are used to gather the necessary information. Summarizing the individual assessment results allows us to assess the company as a whole and put together a risk-analysis for the company.</td>
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<th><strong>Business Leadership Coaching (BLC)</strong></th>
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<td>Our executive coaching explicitly focuses on the correlation between potential factors and business challenges. Using a number of leadership tools we help executives improve their abilities in all the roles they take on: motivator, change agent, strategist and opinion leader.</td>
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We are the partner of choice for companies and organizations that have identified the development of human capital as the key to profitability and market leadership. We challenge the status quo, spark ideas and trigger the full potential of leaders and teams. Our competitive edge is a unique ability to align the extraordinary power of personal motivation with the successful attainment of business objectives, under even the most challenging of situations. Our focus is on the development of people and organizations with an emphasis on results.