

Working with style...

Using the *Leading Dimensions Profile (LDP)*.

TEAM-BUILDING

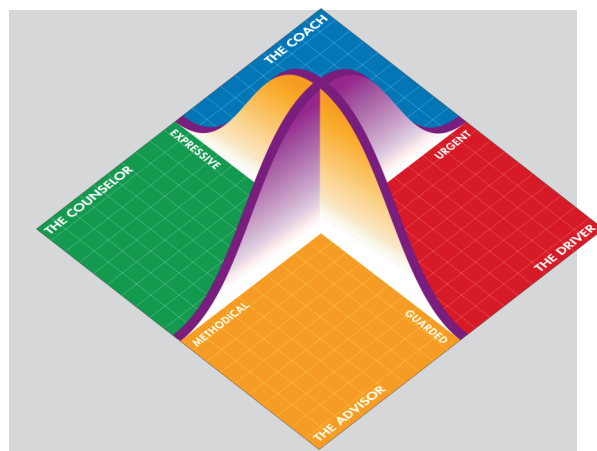
Whether a work group, volunteer committee or department, teams are more effective when participants recognize the impact of personal styles on their collaboration.

TRAINING & DEVELOPMENT

Understanding how to relate and communicate with one another has long been the topic of training efforts. By learning the four primary personal styles, and their individual characteristics, both engagement and performance can be enhanced.

COACHING

As part of formal professional development, success planning, or personal coaching, individuals benefit from learning to identify and leverage the strengths of their personal style (and “stretch” to the styles of those around them).



- Consultative Counselors look for opportunities to express warmth and concern for others. Their caring demeanor is often the glue that holds a team together.
- Adaptive Coaches tend to find a way where others may see only obstacles. Their willingness to forge new ground can be an encouragement to others.
- Directive Drivers push themselves and others to accomplish the team's objectives. Their zeal for completing the assigned task will keep the team focused and on-task.
- Contemplative Advisors provide a careful and organized perspective. Their concern for efficiency enables the team to allocate time and resources in an effective manner.

SYNERGY: syn/er/gy

from the Greek word meaning, “working together”

“a mutually advantageous conjunction or compatibility of distinct business participants”

- Merriam-Webster Dictionary

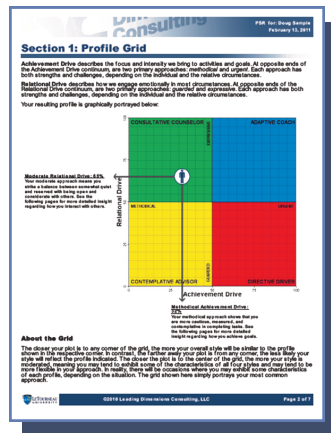
Leaders know that without synergy, the best an organization can hope for is to merely survive the intense competition we see in today's workplace. And there's no guarantee of survival either. Organizations, whether Fortune 500 corporations, family-owned businesses or non-profit services, are in a constant state of change and reinvention, all the while seeking to maintain an identity that encourages engagement in their mission. Although survival itself may seem a lofty goal at times, effective leaders seek more than that: they aim to *thrive*.

And thrive they can. Today's environment calls for a renewed emphasis on collaboration, on cultivating teams that are *greater than the sum of their parts*.

So, how does a leader find this synergy? It all begins with understanding what makes each individual *distinct*, and then leveraging this in a way that provides an *advantage* to the group or team. Using the **Leading Dimensions Profile (LDP)**, leaders can discover the unique personal styles of their team members, including how they approach work and relationships, how they handle conflict, and how they learn and grow in their position. Guided by this discovery, leaders can increase collaboration and engagement, the hallmarks of a team that *gains advantage by working together*.

LEAD WITH GIANTS

The LDP's Personal Style Report



The LDP is a 95-item survey, taken online by individuals in about 15 minutes. Results are provided *immediately via email*, allowing leaders to choose from a variety of available reports.

One such report, the **Personal Style Report**, provides a quick snapshot of the individual's overall style, including both strengths and development points that can be used in selection, training and coaching efforts. The **Personal Style Report** shows how the individual scores on ten specific dimensions, each revealing key characteristics that influence how the individual collaborates, handles stress, navigates conflict and approaches change.

Whether for emerging leaders or seasoned managers, paid staff or volunteers, the **Personal Style Report** provides insight for leaders seeking to gain synergy by leveraging *distinct* strengths and focusing on areas of *advantage* that can position *the individual and the organization to thrive*.

The Personal Style Report Includes:

- The individual's overall personal style, graphically portrayed as one of four distinct profiles on the LDP's Profile Grid.
- A description of how the individual approaches tasks and goals, based on the LDP's five *Achieving Dimensions*.
- A description of how the individual relates to, and collaborates with others, based on the LDP's five *Relating Dimensions*.
- An overview of four key strengths most commonly associated with the individual's *Achieving and Relating Dimensions*.
- The individual's development points, which describe how distinct strengths can become improvement opportunities if not leveraged effectively.

The TEN DIMENSIONS of Personal Style:

- *Accomplishing Goals*
- *Asserting Yourself*
- *Taking Risks*
- *Adapting to Change*
- *Decision-making*
- *Competing*
- *Working Together*
- *Helping Others*
- *Protecting Yourself*
- *Opening Up*

For more information about the PSR and the LDP, contact Dan Forbes: GiantLeapCoachingAndConsulting.com 512-516-4666

LEAD WITH GIANTS

PERSONAL GROWTH

Trainers use the LDP in workshops and seminars aimed at helping participants become more self-aware and equipped to be a positive source of influence in their work and communities.

PERFORMANCE GROWTH

Private and nonprofit organizations use the LDP to place individuals in positions best suited for their personal style, such as in sales, customer service, operations and management positions.

WORKFORCE DEVELOPMENT

Nonprofit and community service organizations use the LDP to guide individuals in preparing for career advancement opportunities.

DIVERSITY TRAINING

Government agencies utilize the LDP in training emerging leaders to recognize and leverage diverse personal styles among work groups.

For more information on the LDP, including available workshops, 360-degree feedback and organizational engagement tools, please visit us on the Web at: www.leadwithgiants.com