



LEADERSHIP FORECAST SERIES

An organization's ability to thrive in both good and challenging times is largely determined by the quality and effectiveness of its leadership. Organizations can improve their outlook by developing their existing and future leadership talent to not only meet current needs, but address challenges when they arise. The *Leadership Forecast Series*, based on Hogan Assessment Systems' industry-leading suite of personality inventories, enhances the development of your leadership talent by focusing on the behavioral tendencies and motivational drivers that either enhance or inhibit each leader's potential for success.

Wilson Learning partners with Hogan Assessment Systems to offer the *Leadership Forecast Series*, a highly effective assessment process for accelerating the development of your organization's leadership. It adds value for individual leaders by powerfully highlighting what they do well, what they need to develop, and what underlying motivators drive their approach to leadership.

The *Leadership Forecast Series* is ideal for developing leaders and essential in identifying and growing future leaders. It provides an in-depth evaluation of leadership strengths and development needs, potential career derailers, and individual values.

Based on research that distinguishes successful leaders from failed leaders, the *Leadership Forecast Series* is composed of four different reports that work in concert to identify the strengths and developmental needs of a manager or executive. In addition, this report series evaluates a leader's impact on the climate and culture of the organization.

THE SERIES

The following four reports make up the *Leadership Forecast Series*:

- ▼ **The Potential Report** outlines an individual's day-to-day leadership style, including behavioral descriptions, leadership strengths, and comprehensive development recommendations. The Potential Report is based on the Hogan Personality Inventory (HPI) and is organized in seven dimensions; each dimension addresses a different personal characteristic that drives leadership performance.

- ▼ **The Leadership Challenge Report**, derived from the Hogan Development Survey (HDS), describes a person's characteristic way of interpreting the world and treating subordinates while under stress and pressure. The report concerns behavioral tendencies that can derail careers and interfere with the ability to build a cohesive and high-performing team – the hallmark of effective leadership.
- ▼ **The Leadership Values Report** is derived from the Motives, Values, Preferences Inventory (MVPI). This report concerns core values – the goals that drive a person's behavior, and his or her aspirations and expectations about work life. Values determine how someone will lead, which, in turn, determines the kind of environment and culture he or she will create for others.
- ▼ **The Leadership Coaching Report** is a supplemental development tool. This report provides a comprehensive planning process for individual career development. It incorporates the results from the other three *Leadership Forecast Series* reports. When combined with data from a 360-degree assessment such as Wilson Learning's *Leader Navigator*, the Coaching Report enables the individual to create an action plan that will foster their professional growth.

PROCESS AND OUTCOME

The following table details the simple implementation process and expected outcomes of the *Leadership Forecast Series*:

<i>Step</i>	<i>Outcome</i>
<p><i>Kickoff</i></p> <p>Wilson Learning assists the client organization in developing a communication plan to engage the participating leaders, set expectations, and answer questions.</p>	<p>Clarity on the purpose, process, and payoff for participation in the assessment process</p>
<p><i>Administrator Setup / Data Collection</i></p> <p>Wilson Learning provides client administrator training regarding use of the online assessment system to collect participant data and generate the <i>Leadership Forecast Series</i> reports.</p>	<p>Trained administrator is ready to implement process in your organization</p> <p>Assessment information is collected, and reports are produced</p>
<p><i>Individual Results Debrief</i></p> <p>Either in person or via telephone, one of Wilson Learning's certified feedback providers walks the individual leader through his or her results to highlight the important outcomes. These include, but are not limited to: strengths, development needs, potential derailers, and motivational drivers. The feedback provider helps the leader consider potential development priorities, and points the way toward development actions.</p>	<p>Leader is better aware of own strengths and development needs</p> <p>Individual motivation is enhanced; direction for development is made clear</p>

RELATED SERVICES

Wilson Learning offers several additional services to help support your leadership development efforts, including our *Leader Navigator* 360-degree feedback system, *High Performance Coaching* services, as well as Wilson Learning's extensive offering of leadership development programs.