

THE FEARLESS LEADERSHIP™

360 BEHAVIORAL ASSESSMENT AND TEAM WORKSHOP

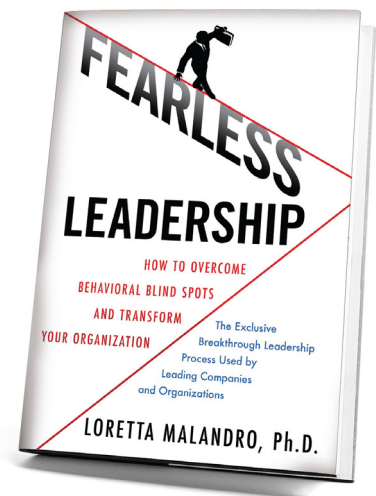
WHAT IS HOLDING YOUR ORGANIZATION OR TEAM BACK?

Business results are in direct proportion to how people work together. When leaders are not aligned and employees are not engaged, even the most brilliant business strategy will not succeed. How people behave and relate to the organization, co-workers, and their team determines what is achieved.

Behavioral blind spots—unproductive behaviors that undermine performance and business results—exist in every team and organization. These invisible obstacles prevent change from happening fast enough, if at all.

Blind spots take up your time, frustrate everyone, and prevent the company from achieving its goals. They fuel resistance to change, foster silos and victim mentality, and create unhealthy competition.

The behavioral issues that block organization effectiveness are often misdiagnosed as a need for system, process, or restructuring changes. Performance is significantly reduced when people do not have a constructive process for 1) identifying and discussing behavioral blind spots, and 2) quickly resolving issues by taking accountability instead of blaming others or circumstances.



BREAKING THE CODE ON INDIVIDUAL AND TEAM EFFECTIVENESS

Leaders who want to take their organization to the next level of performance need a method for overcoming behavioral blind spots and mobilizing people to work effectively together. The *Fearless Leadership™ 360 Assessment and Team Workshop* is a powerful process that addresses the behavioral change needed to build an aligned, high performance team. Going beyond mere data and insight, this approach provides team members with concrete action.

Applying the practices described in *Fearless Leadership* by Dr. Loretta Malandro, our 360 assessment and one-day team workshop 1) identifies strengths and gaps in an individual's effectiveness when measured against best practices in high performance organizations, 2) identifies how blind spots undermine team performance, and 3) provides a plan to dramatically increase both individual and team effectiveness.

The Malandro 360 Assessment measures behaviors in four areas:

1. Aligning with enterprise goals and delivering on commitments
2. Taking personal accountability for business results and impact on people
3. Working in partnership and committing to the success of others
4. Taking ownership by initiating action that forwards results

THE RESULTS YOU CAN EXPECT

- Identifying personal and team blind spots that undermine results
- Recognizing how blind spots impact team performance and personal effectiveness
- Taking accountability for enterprise results
- Learning high performance behaviors to achieve a new level of excellence

THE STEP-BY-STEP PROCESS

Step 1: Identifying your objectives for the individual/team to be assessed

- A Malandro consultant interviews the assessment sponsor to align on objectives.
- The sponsor selects eight assessors for each participant (such as the participant's manager, direct reports, and co-workers). In addition, the participant completes a self-assessment.

Step 2: Communicating with participants prior to the assessment

- The sponsor sends an email to participants about the Fearless Leadership™ Online 360 Assessment and informing them that a Malandro consultant will email them with instructions on how to complete the assessment.
- A 30-minute phone interview is scheduled with each participant and the Malandro consultant to identify his/her goals for the assessment, answer questions, and address any concerns.

Step 3: Completing online assessment

- Assessors take the online assessment at Malandro's secure portal.

Step 4: Providing on-site private coaching for each participant

- After the assessments are completed, Malandro analyzes the results and generates a confidential report for the sponsor about the strengths and weaknesses of individuals and teams. A custom report is provided to each participant. This report identifies an individual's blind spots and includes a personal developmental plan.
- The Malandro consultant schedules a one-hour meeting with the sponsor to prepare for the team session and then a 90-minute coaching session with each participant to review their results and development plan.

Step 5: Delivering on-site one-day team workshop

- The Malandro consultant facilitates a one-day team workshop in which the team constructively discusses their individual and team blind spots and impact. The Malandro consultant works with the team to learn how to overcome blind spots and build the committed partnerships required for high performance teamwork.