

# Behavioral and Skill Support Tools

## Business Challenge

Everything begins and ends with Leadership... people leave people not companies. Without effective leadership, organizations may never realize their greatest potential, profitability and competitive advantage. To develop leaders, organizations must help them get clear insight into their behavior and skills – what's working and what's not from different perspectives - helping them understand themselves and the relationships between how they behave, think and act. Once this awareness is achieved, leadership development can proceed. Without it, change rarely happens.

## Business Benefits

- Supports leadership development program and cultural change
- Uncovers personal awareness and stimulates change
- Enhances coaching effectiveness
- Ongoing performance management
- Reveals insight and propels learning and development
- Develops emerging leaders
- Feedback on competencies with gap analysis reporting
- Identifies strengths and opportunities for improvement
- Prioritizes development plan



## CornerStone's Leadership and Peer Review Profiles

- **CornerStone's Leadership and Peer Review Profiles** are *skill-based talent assessments* based on competencies. Our assessments compare self assessment to peer/manager/direct report assessments and recommend action plans for development in specified areas of improvement. We provide four assessments for our clients: One is based on the concepts discussed in *Monday Morning Leadership* by David Cottrell, another is based on Ken Carnes' book *Management Insights*. Our *LeadView* Profile aligns with leadership competencies adaptable to your leadership development program. Our *PeerView* Profile focuses on peer assessment for high potentials. Assessments are administered online and include gap analysis, comments and development planning reports. Sample reports are available for your review.
- **Debriefing Sessions:** We offer our clients debriefing sessions with our trained and certified Assessment Advisors to maximize the insight and accelerate the development of your people. Our Advisors provide objective and confidential exposure to the information and guide development action plans.

# Leadership Profile Support Tools

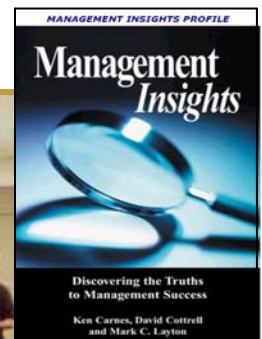
## Monday Morning Leadership Profile

- Drivers and Passengers
- Keep the Main Thing the Main Thing
- Escape from Management Land
- The Do Right Rule
- Hire Tough
- Do Less or Work Faster
- Buckets and Dippers
- Enter the Learning Zone



## Management Insights Profile

- Analysis and Judgment
- Strategic Business Perspective
- Creativity and Innovation
- Developing Self and Others
- Influence
- Initiating and Mapping Change
- Interpersonal Communications
- Conflict Resolution
- Relationship Building



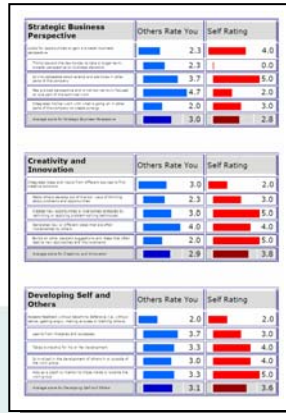
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# Leadership and Peer Profile Support Tools

## LeadView Profile

The LeadView Profile provides a quick and insightful feedback tool that matches employees' own and others' perceptions against those attributes and competencies required to successfully lead the organization. Individuals are profiled in the following categories:

- Analysis and Judgment
- Strategic Business Perspective
- Creativity and Innovation
- Personal Effectiveness
- Coaching
- Leadership Effectiveness
- Initiating and Managing Change
- Interpersonal Communications
- Conflict Resolution
- Selection and Hiring



### The LeadView Profile report will:

- Identify areas of strength
- Recognize areas to improve
- Increase self awareness
- Uncover Hidden skills
- Prioritize and plan for improvement

## PeerView Profile

Designed for Individual Contributors and defined work groups, the PeerView Profile provides a quick and insightful feedback tool that matches employees' own and their peers' perceptions against those attributes and competencies required to successfully perform as a leader. Individuals are profiled in the following categories:

- Credibility and Trust
- Performance Standards
- Providing Information and Feedback
- Interpersonal Effectiveness
- Listening and Keeping Focus
- Technical Competence
- Broadening Interest
- Networking
- Influence



### The PeerView Profile report will:

- Identify areas of strength
- Recognize areas of opportunity to develop
- Increase teaming opportunities
- Initiate plan for improvement

For more information, please contact us at  
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or visit our website at <http://services.cornerstoneleadership.com>

# Behavioral Assessment Tools

The two biggest challenges facing companies are hiring the right people and developing future leaders. We utilize the **Harrison Behavioral Assessment** that examines a person's traits and behaviors and compares them to an established norm of behavior and traits considered essential for success in a variety of functional positions like sales, management, marketing and customer service. The Harrison Assessment is an essential hiring tool that can very accurately predict if potential new hires and High Potential candidates have the traits you're looking for. It's also an excellent first step in guiding the content of your management/leadership development and Executive Coaching programs.

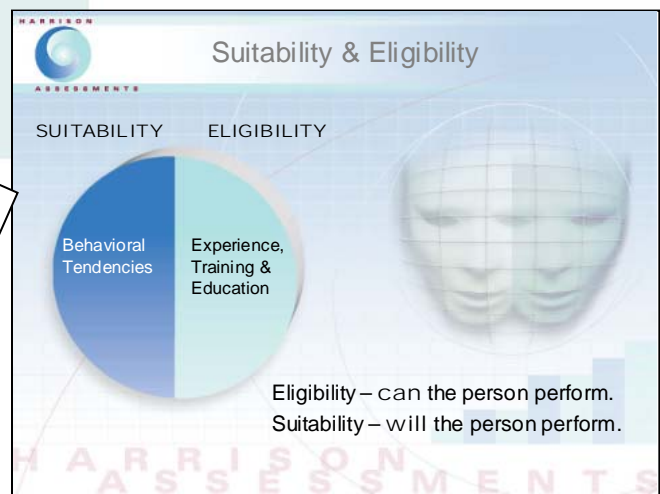
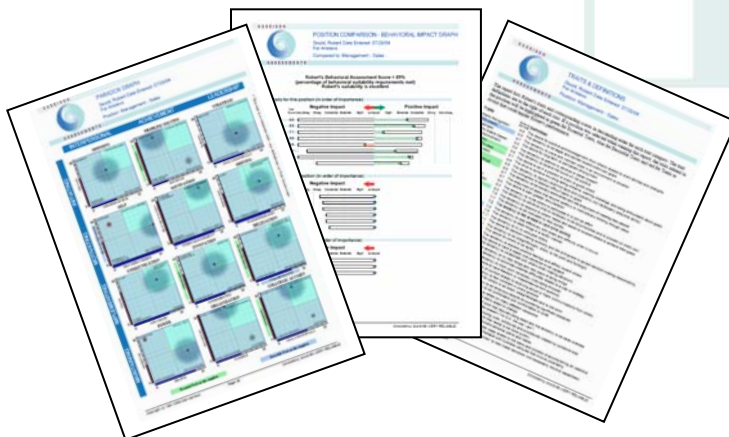


## Behavioral Competencies

Employees who enjoy most aspects of their work tend to perform more effectively. The more an employee tends to dislike aspects of his/her work, the lesser the performance.

## Suitability and Eligibility

If we are able to determine the degree to which a person will enjoy the various aspects of a job, we will have a strong indication of the probability of success in the job, assuming the person has the education and experience necessary for the position.



For more information, please contact us at  
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