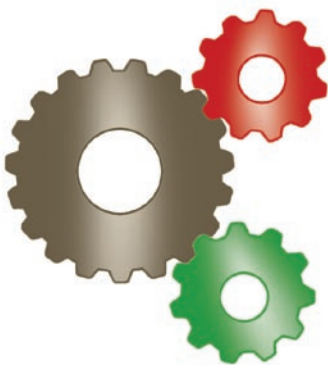


ILM72 Leadership



Features

- One of the world's first integrated measure of Leadership Style
- Relates to all major leadership models
- Measures 6 specific scales and 3 global factors
- Efficient on-line format - takes less than 15 minutes
- Generates 5 reports
- Uses everyday language - accessible to all
- Enables effective coaching & personal development
- Organisational development applications
- Reliable
- Developed under the expert guidance of Dr Peter Clough, Head of Psychology, Hull University
- ILM72 is the copyright of AQR Ltd (who are the test publishers)

ILM72 measures Leadership Style

Leadership is one of the key elements in inspiring people towards the achievement of organisational goals.

- Assess an individual's leadership style
- Identify where and how leadership style may be developed for a given situation
- Enable identification of key skills and competencies for effective leadership
- Guide individuals and organisations to reflect on leadership and how it can be effective for them.



**Institute of Leadership
& Management**

ILM72

What does it measure?

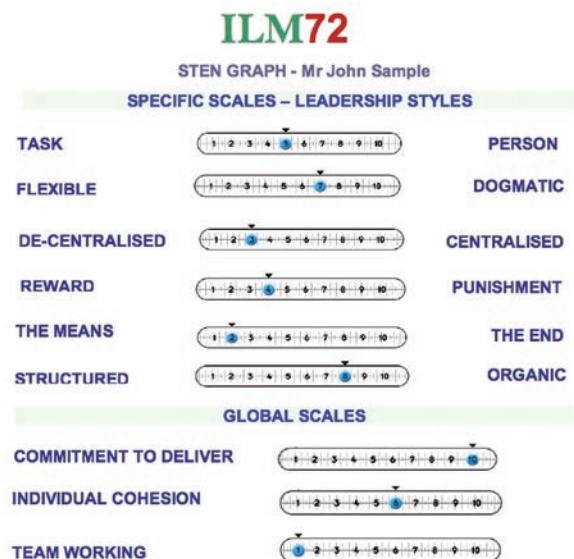
The ILM72 is designed to provide an insight into the Leadership Style of the individual.

In 2005 a major study of the main models in the Occupational and Academic world showed that all models seem to have their roots in six specific scales. These scales measure aspects of Leadership Style.

Research involving more than 1,600 managers from 50 organisations confirmed that this was indeed a robust concept.

The six specific scales linked and integrated most leadership models. It is now possible to measure an individual's adopted style against these scales.

Further analysis showed that a second order set of characteristics emerge. These are **three global scales**.



Specific scales

The six scales measure aspects of leadership style:

1. Task v. Person

This measures the extent to which the individual is orientated towards meeting the needs of the task or is concerned with the needs of individuals.

2. Flexible v. Dogmatic

This measures the extent to which the leader prefers to involve others in analysis and decision making in the organisation.

3. De-Centralised v. Centralised

Describes the extent to which the leader feels they are central to the operation and to what extent they will empower others to exercise authority.

4. Reward v. Punishment

This measures the extent to which the leader believes that people are motivated by reward or by punishment.

5. The Means v. The End

Measures how important hitting goals and targets are to the person - and what they will sacrifice to get there.

6. Structured v. Organic

Measures the extent to which structure, planning and personal organisation are important to the person and to what extent they will rely upon their intuition and instinct.

The Global Factors

The three global scales suggests that these are the 3 most important factors which determine effective leadership.

The ILM 72 provides an indication of an individuals score on each of these scales.

A. DETERMINATION TO DELIVER

This measures single minded determination to achieve. Most satisfaction, the leaders and the followers, is derived from this.

B. INDIVIDUAL COHESION

This measures the leader's focus on the confidence and commitment of individuals to enable them to contribute to the organisation and to fulfil themselves.

C. TEAM WORKING

This measures the leaders focus on harnessing all the potential in an organisation so that problem solving and decision making can occur in the most effective way.



Applications

A good leader will unlock the potential in the organisation ... with all the benefits that this brings for the organisation, the team and the individual.

Developing individuals

The needs of organisations are always changing, impacting on the optimum leadership style at any given time. The ILM72 enables you to:

- Examine individual styles and match these to the needs of the organisation
- Identify development needs & benefits - linking to the competency framework where possible
- Provide a clear basis for defining effective leadership in any situation/organisation
- Provide a framework for coaching, mentoring & personal development

Developing the Organisation

- Match the leadership style with the needs of the organisation at different times and in different circumstances
- Analyse the leadership profile of selected groups and assess against performance and/or behaviour

Reports

1. Individual Development Report

Provides feedback on the results to the individual together with suggestions for development activity.

2. Coaching Report

Provides the manager/coach with narrative about the person's leadership style and offers coaching suggestions.

3. Assessor Report

This provides questions on each scale to enable managers to probe individual scores more effectively.

4. Distance Travelled Report

This is a comparison report based on a current and previous assessment for an individual.

5. Organisational Reports

This analyses scores on each scale for selected groups to identify a group's prevailing style and other trends and patterns.



AQR Ltd is a leading edge international test publisher and business consultancy, offering a range of innovative and accessible psychometric tests, tools and development programmes which are designed to enable the very best performance from people and organisations.



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ILM is Europe's largest awarding body for qualifications in leadership, management, coaching and enterprise with over 90,000 registrations last year. Also a professional body which supports the continuing development of leaders & managers, ILM provides managers in every sector and at every level with the support they need to succeed, including nationally recognised qualifications, learning opportunities, magazines & membership services.

ILM members at professional grades are able to complete an MTQ48 and ILM72 measure as part of its membership package. For more information visit www.i-l-m.com.



Prevue Assessment is a unique, easy to use on-line based system which assesses people and jobs to enable managers to make better decisions about people.

Measures core **Abilities, Motivation & Interests, and Personality** in one test.

Prevue has a **unique benchmarking feature** - creating an idealised profile for a job role against which a manager can compare individuals' scores.

Prevue generates 5 reports - Selection, Individual, Working Characteristics, Personal Development and Succession Planning.



MTQ48 measures Mental Toughness

Mental Toughness is a key aspect of performance in the workplace. It examines an individual's capacity to deal with stressors, pressure and challenge.

MTQ48 measures **Challenge, Control, Commitment, Confidence** and combines these for an overall measure of Mental Toughness.

Developed by Dr Peter Clough and his team at Hull University. MTQ48 is used primarily for **Peak Performance Development** and **Stress Management**.

Widely used in Coaching, Training & Development and Organisational Development.

Mental Toughness Development Programme

Developed specifically to help people develop Mental Toughness. The content creates an understanding of what are stressors and how people and groups can best deal with them. It has applications for Peak Performance Development and Stress Management.

The programme is available in a variety of formats - all of which are supported by a comprehensive workbook which contains all the programme content as well as descriptions of tools and techniques.

The content includes: Understanding mental toughness; putting stressors and challenges into context; understanding how we deal with those; how to manage, and cope, fatigue and its role in managing pressure; tools and techniques; team toughness; creating plans that work.

Integrated Leadership Development Programme

The Integrated Leadership Model uniquely integrates leadership models. The leadership Development Programme uses the ILM72 as a core concept to enable people to reflect on their own leadership style and its effectiveness. It also enables organisations to reflect on the organisations dominant style and its effectiveness.

The programme enables organisations to build on what they already know and use existing leadership models and approaches.

Southern Africa Distributor:



Assessments Online

PEOPLE & BUSINESS DEVELOPMENT SOLUTIONS

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