

# IMPLEMENTATION TEMPLATES

The Leadership Circle Profile™ is a very sophisticated and highly effective assessment. It is both a competency assessment and a psychological assessment. For these reasons great care needs to be taken to build in the support required to help the manager learn and take action.

Too often, 360 results are handed out, perhaps the session quickly moves on to action planning, but for the most part, participants are left to themselves to interpret results and move forward. We do not want The Leadership Circle Profile™ used this way. We expect all our certified consultants to skillfully build the Profile into a process that optimizes the client's learning.

The following are some ways to use the Profile.

- Include the Profile in a workshop, like The Authentic Leader workshop, that is designed to provide experiences that will help the participant learn more about their results as they proceed through the workshop. Introduce the results early in the workshop. Design the workshop so that links are continually made to the Profile. Focus on awareness first. Let action-planning wait. Action planning is far more effective after deeper insight and ownership is achieved.
- Follow-up on the Profile with one-on-one coaching. The most efficient way to do this is to pull the group together for an afternoon half-day session to get the results introduced well. Then send them back to the workplace and begin the coaching sessions the next morning. Try to get all the sessions done within a day or two. Then convene the group to look at group results and to do team-building for a day or two. Follow up with at least two more coaching sessions with each person. Encourage the client to get feedback from others between sessions. Let action-planning wait until the last/third session.
- Begin a long term coaching relationship with the Profile. This automatically builds in the follow-up needed.
- Create a six month or year contract with the client to include a series of experiences. The year is punctuated by training, team-building, and strategy sessions. Provide each member of the team with one (or two) coaching sessions each month throughout the year. Introduce the Profile early in the year so there is ample time to follow-up.