QUANTITATIVE GROUP EFFECTIVENESS ANALYSIS™ (GEA)

The GEA gives clients a clear understanding of the collective leadership performance of a group of leaders, whether it's a group going through a special program, an entire organization, or even an entire country of leaders. This analysis provides key insights and interpretation points that cannot be gleaned from the LCP® group report or the CLA®, which provide a limited understanding of group performance based mainly on comparisons with leadership norms. The GEA not only delivers these results but goes much deeper to uncover additional findings that illustrate:

- Core patterns of leadership for the group (strengths and challenges)
- Prevalence of specific traits
- An analysis of the factors that are offsetting or canceling out creative competencies

Based on this research, the GEA provides key leverage points and customized recommendations, indicating what is likely to have the biggest impact on an organization's overall leadership effectiveness.

This analysis can be conducted for as few as 8 leaders or a much larger group, with no size limit. For instance, one GEA was conducted with 26,000 leaders. The report is customized specifically for the client's needs, and they can request any type of breakdown in the data, such as management levels, functions, gender, etc. Highly visual in nature, this report brings key points into focus quickly to see how leaders are showing up differently. Clients discover existing expertise in some leaders that can be leveraged for the development of others in the organization.

The analysts then go a step further to discover the why behind these results. They answer the question: What are the prevalent characteristics that are limiting this group of leaders right now from performing well? The influence of the company's culture is also considered. Based on the findings and recommendations provided, clients discover areas in which they can take action to "move the needle" and achieve the biggest improvement in leadership performance.

This analysis is beneficial to any consultant or coach working with a group of leaders who want to pinpoint the development strategies with the greatest opportunity for increasing leadership effectiveness and for tracking change over time.

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The analysis report provides:

- A combined profile of the group and how it compares to typical leaders in our global database
- Overall effectiveness of this group of leaders – strengths and challenges
- How these leaders perform in comparison to global leaders based on percentile ranking, and the number of leaders who are below average, average, and above average
- The largest leadership gaps – opportunities to develop specific skills and behaviors
- Key comparisons between the most effective leaders and the least effective leaders in the group, including their top 10 competencies and behaviors
- The canceling effect – indicates which reactive tendencies are offsetting the leaders' ability to perform well in a key competency (focusing on the biggest leadership gap)
- Potential blind spots, indicated by the group's awareness of how they are showing up as leaders, comparing their self-rating and ratings from their boss, peers, and direct reports
- Tailored recommendations regarding next steps in the group's leadership journey

PRICING

Customized Quantitative Group Effectiveness Analysis	*Minimum Retail Price*	**$1,890**

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Comparison of GEA Features with other Assessments

Feature/Trait	Quantitative GEA	LCP Group Report	CLA	Pulse™ Group Report
Aggregated profile of group leadership based on averages of individual profiles	✓	✓		
Aggregated profile of group leadership based on ratings of the group			✓	
Collective leadership effectiveness based on pervasive leadership traits	✓			
Frequency of low, medium, and high performance within creative and reactive dimensions	✓			
Biggest leadership gaps compared with global norm group	✓	✓	✓	
The canceling effect with the greatest predictive ability to understand performance issues	✓			
Comparative performance of specific subgroups of leaders within organization (e.g., differences in management levels or functional areas)	✓			
Comparison of actual performance with desired "ideal" performance for this group of leaders			✓	
Leverage points based on key differentiators in the performance of the most and least effective leaders	✓			
Customized recommendations based on patterns of collective leadership	✓			✓
Trend in collective leadership over time	**			✓
Collective progress on leadership goals				✓
Improvement in leadership effectiveness	**			✓

** Can be calculated if group has taken LCP more than once

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