

LCP 1.5 FREQUENTLY ASKED QUESTIONS

LCP GLOBAL NORM

With LCP 1.5, each leader that takes the survey will be compared against a global norm base that accurately reflects the population of leaders around the world. Now, when a leader sees their results, they'll know exactly how they stack up against the average global leader.

1. How did TLC research global leadership data? Where did the research data come from?

- We looked at several factors in order to match our database of LCP participants to what global leadership looks like worldwide:
 - Review of 15 leadership databases (e.g., Dun & Bradstreet Hoovers, World Bank Global Database, Bureau of Labor Statistics, Forbes Global 2000 List)
 - Review of 23 global studies of leadership (e.g., World Economic Forum – Employment Trends, Workplace Trends – the Global Workforce Leadership Survey, Institute of Management Accountants Global Survey, Deloitte Global Human Capital Trends, Borderless – 2016 Survey on Leadership Development)
 - TLC's LCP database
 - Country GDP
 - Country Labor Force Size
- We then aligned our existing LCP database to what this global research indicated about the makeup of leadership worldwide.

2. Will the LCP Manager Edition have its own separate norm, or use the full LCP norm database?

- Yes, the Manager Edition of the LCP has its own database separate and distinct from the LCP database. Thus the norms will be different. This is ideal as front-line leadership can be quite different from higher levels of leadership, and comparing a manager to a C-suite Executive is not an apples-to-apples comparison.

3. How frequently will TLC rerun this research to update its norms?

- In order to keep up with changing global trends, it is important to review the research every 3-5 years. The degree to which the norming will change will depend on the research and how much leadership has changed. Note: as we make additional continuous improvements to the LCP in other areas, there may be other changes to how the instrument is normed.

4. What are the most highly represented countries in the new norm?

- The countries with the highest percentage of representation in the LCP norm database include:
 - The United States
 - China
 - Germany
 - Japan

5. In the new norm, are leaders being compared against the “average” global leader, or the “best” global leaders? Wouldn’t leaders want to be compared to the “best” global leaders?

- Technically, LCP participants are compared to the average LCP leader, which is not exactly the same as the average global leader, as leaders that take the LCP are already slightly above average (as a group) because they are selected into leadership programs.
- If leaders were compared to the “best” global leaders, then the vast majority of LCP participants would score quite low on their assessment, as only a small minority of leaders would be considered the “best.” This would not be a very meaningful benchmark for most leaders, thus it is best to use a broad comparison.

6. With the new LCP norm, how will the results change compared to the previous LCP version?

- First off, the LCP contains two types of scores: raw scores, and percentiles. The raw scores will not change from LCP 1.0 to LCP 1.5. They will be identical.
- Percentiles, on the other hand, will change slightly due to the new norm base. We expect a roughly 5 percentile difference from LCP 1.0 percentiles to LCP 1.5 percentiles. This is just an average, and will be different for each dimension. Also, the direction of the movement will largely (with a few exceptions) be positive. Meaning, Creative scores in LCP 1.5 will go slightly up, and Reactive scores will go slightly down, on average.

DEMOGRAPHIC COMPARISON

With LCP 1.5, consultants will be able to select certain demographic groups (i.e., region, industry, management level) to compare their leaders to. In addition to seeing how a leader compares against our global norm, they could also see how they compare against all leaders in Asia, for instance.

1. Will the new demographic comparison groups use the new norm base or does it delve back into the broader data set?

- No, the demographic comparison groups will still rely on the new norm base.

2. Will demographic reports have a charge associated with them?

- Yes, as with previous versions of the Project Center, there will be a modest cost to order demographic reports. This information will be shared once LCP 1.5 is in effect.

RETAKE REPORTS:

When ordering an LCP report for a leader that has prior LCP reports, the system will automatically generate all previous reports using this new version. This will allow for a more direct comparison across reports.

1. For a retake LCP, will we get the new 1.5 version plus the retake on the old report...so we'll get two reports Is this correct?

- That is exactly right, you will get the new report of course, plus the older report that has been automatically rerun on the new LCP 1.5 version. This is to ensure a more direct (apples-to-apples) comparison when reviewing the two reports side by side.

2. If I am running a project where ½ of the team is on LCP version 1.0, and the other ½ is on version 1.5, can I still order a group report? How will this work?

- Yes, you can still order a group report for the full team, and the group report will be on LCP 1.5.

3. What if my participant is doing a retake LCP, but their original survey was under another practitioner?

- This will not impact your ability to get the automatic re-run of the original report. The system will still recognize the retake. However, if the original practitioner used a different email address of the participant, then the system will not recognize your participant as a retake.

4. What if my participant once completed the LCP Manager Edition (ME), and now is taking the LCP, does this count as a retake?

- No, this is not a retake, as the LCP and ME are considered different tools, that have different norms and slightly different models.

COMPASSIONATE SCORING:

We are putting a floor on Creative scores at the 5th percentile. (For example, if one were to be rated at the 2nd percentile in Integrity, it would show as the 5th percentile on their LCP reports.) This will give the individual the same message while preventing them from receiving a graph with no shading in the Creative top half, which can be negatively received.

1. How does this work? What does compassionate scoring mean, technically?

- Compassionate scoring under LCP 1.5 means that Creative scores below the 5th percentile will be displayed at the 5th percentile on reports. For instance, if a participant scores at the 2nd percentile for Integrity, it will show as the 5th percentile on his/her reports.
- Reactive percentiles will remain unchanged.
- We are instituting this rule to help guard against overly harsh reports (i.e., no Creative shading, all Reactive shading) and to prevent some leaders from having an adverse reaction.

2. Does this new rule apply to both full reports, and graph reports?

- Yes, compassionate scoring will be consistent across the two participant reports (as well as the Coach Report).

MISCELLANEOUS QUESTIONS:**1. Will reports show the LCP version?**

- Yes, in order to help you keep track of which LCP version a particular report was run against, we will display the LCP version on all reports.

2. Will correlations to business performance be recalculated? Will there be a new chart showing the correlations of each dimension to leadership effectiveness?

- Yes and yes! Because of the new norm base, the correlations are likely to change, though minimally. We will issue a new chart that shows the new correlations.

3. Will a raw score of 5.0 in the Creative show at the 100th percentile?

- Yes.