

Leadership Circle Product Portfolio

Product	Facts	Target Roles	Intended Use	Common Outputs
Leadership Circle Profile® (LCP)	<ul style="list-style-type: none"> 134 Total Questions Completion Time: 20-30 minutes 5 Creative Dimensions and 18 Competencies 3 Reactive Inner Dimensions, and 11 Outer Tendencies *<i>Certification required:</i> Leadership Circle Profile 	Directors VPs GMs SVPs C-Suite	<ul style="list-style-type: none"> Kicks off a leadership development program Fosters deep development work (for an individual or team) and catalyzes change 	<ul style="list-style-type: none"> LCP Interactive Report Debrief Session Interpretation Manual Development Plan (optional)
Leadership Circle Profile® Manager Edition (LCP ME)	<ul style="list-style-type: none"> 94 Total Questions Completion Time: 20-25 minutes 3 Creative Inner Dimensions, and 12 Outer Competencies 3 Reactive Inner Dimensions, and 9 Outer Tendencies *<i>Certification required:</i> Leadership Circle Profile 	Aspiring Leaders Supervisors Managers	<ul style="list-style-type: none"> Generally used with leaders that do not have a direct responsibility for leadership strategy. 	<ul style="list-style-type: none"> LCP ME Report Debrief Session Interpretation Manual Development Plan
LCP and LCP ME Group Reports	<ul style="list-style-type: none"> Rollup of all survey data into 1 aggregate group report Compiled using LCP or ME survey data Requires at least 5 participants to ensure meaningful data *<i>Certification required:</i> Leadership Circle Profile and Collective Leadership Assessment 	All levels of leadership	<ul style="list-style-type: none"> Used to analyze group trends Informs a developmental program of the greatest needs Assess bench strength 	<ul style="list-style-type: none"> Group Report Group Debrief Session Talent Review Session
LCP Self Assessment (LCP SA)	<ul style="list-style-type: none"> 129 Total Questions Self-report only, no evaluators included Completion Time: 15-25 minutes 5 Creative Inner Dimensions, 18 Outer Competencies 3 Reactive Inner Dimensions, 11 Outer Tendencies *<i>Certification required:</i> Leadership Circle Profile 	All levels of leadership	<ul style="list-style-type: none"> Used as an introduction to the Leadership Circle model For an individual to gain initial awareness of strengths and development needs 	<ul style="list-style-type: none"> Self-only LCP Graph Self-LCP Interpretation Guide Debrief Session (optional)
Pulse™	<ul style="list-style-type: none"> Interim survey on One Big Thing Goals and key behaviors (requires custom content to be added by coach) Accountability Circle rates participant Survey completed multiple times at key intervals as part of a development program Completion Time: 3 – 10 minutes *<i>Certification required:</i> Pulse Certification 	All levels of leadership	<ul style="list-style-type: none"> Used as a “check-in” after an LCP or LCP ME to measure progress on One Big Thing Goals 	<ul style="list-style-type: none"> Baseline, Interim, and Final Pulse Reports
Leadership System™ (LS)	<ul style="list-style-type: none"> Promise of Leadership – LCP orientation program and launch of LS 21 different Leader to Leader Modules – facilitated sessions tailored to groups developmental needs Use in conjunction with LCP or CLA *<i>Certification required:</i> Leadership System 	All levels of leadership Enterprise level	<ul style="list-style-type: none"> Enterprise program, tailored to the needs of each group A fully integrated leadership development system A foundation to transformation and change 	<ul style="list-style-type: none"> 6–18-month program for leadership cohorts

* **Certification is required to deliver assessments, not to take assessments as a participant or evaluator**

Important Note: the information above is meant as a guideline; many factors influence which assessment will provide the most value. When choosing an assessment(s), it is always recommended to discuss with a Consultant/Coach to make the appropriate determination.

Leadership Circle Product Portfolio Continued

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Collective Leadership Assessment® (CLA)	<ul style="list-style-type: none"> • 124 Total Questions • A team/organization is rated on current and desired collective leadership • Completion Time: 20-30 minutes • 5 Creative Inner Dimensions, 20 Outer Competencies • 3 Reactive Inner Dimensions, 11 Outer Tendencies • <i>*Certification required: Collective Leadership Assessment</i> 	Senior-level and Mid-level leadership	<ul style="list-style-type: none"> • Kicks off a leadership development program • Engages a team/organization in a conversation on group dynamics and collective leadership strengths/development areas 	<ul style="list-style-type: none"> • CLA Report • Group Debrief Session
BRITE®	<ul style="list-style-type: none"> • Completion Time: 30 minutes • 5 Critical Elements of Team Dynamics • Team synergy / collaboration (including nature of interactions) • Team unity, alignment, and understandings • Emergent states of knowledge • Team performance outcomes • Team composition and roles and responsibilities • <i>*Accreditation Suggested: BRITE Workshop</i> 	Any team of leaders	<ul style="list-style-type: none"> • Accommodates teams of all sizes • Automatic online delivery • Applicable to all types of teams, (non-leadership teams) • Descriptive feedback on strengths and challenges of team 	<ul style="list-style-type: none"> • BRITE Report • An 80-page, expert developed Strategic Facilitation Guide • <i>Optional: 3 months intensive coaching and development work</i> • <i>Optional: Retake in 6 months for natural changes</i> • <i>Optional: Reassessment 3-12 months as needed based on team performance</i>

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