

LVI – Leadership Effectiveness with Versatility

360 Feedback for Critical Skill Building

“Overused strengths can become weaknesses” – Rob Kaiser

In today’s fast-moving economy, organizations need versatile leaders to guide employees and teams through a landscape of ambiguity, complexity, and disruption. The Leadership Versatility Index (LVI) develops versatile leadership by building a repertoire of skills and behaviors that expand the leader’s and organization’s ability to read and respond to change – and even get out in front by being the disrupter instead of the disrupted.

How Will the LVI Support Leadership Development?

The LVI synthesizes more than 100 years of research in management and in psychology. The framework is organized in terms of opposing but complementary behaviors. The experience creates a powerful development opportunity that resonates with leaders because they recognize the tensions and tradeoffs that make their job a balancing act.

Leaders can derail because strengths become weaknesses though overuse. The LVI’s rating scale uniquely gives leaders clear guidance on which behaviors they are overdoing and which to strengthen.



How Does it Work?

Participants select at least three raters in the categories of peer and direct report, and at least one manager if applicable. A category can be added to include customers, mentors, or board members. In around 15 minutes participants and raters each complete a 57-question survey and up to five open-ended questions. From there, a certified practitioner will facilitate a coaching discussion to create shared meaning of the findings and set development goals. Additional coaching could determine specific action steps and support progress. The process could take a few weeks and is entirely dependent on the responsiveness of raters. Team reports are available to support team dynamics development.

About Michelle

Michelle’s passion is working with teams to achieve sustainable change through the discovery of root causes and authentic collaboration. Michelle is a strategic partner with over 25 years of experience working with organizations of all sizes and disciplines. She has expertise in facilitation, strategic planning and communications, maximizing team performance, leadership and management coaching, and issue assessment and resolution. Michelle has spent much of her career contributing to the success of a hybrid-working global communications organization where she held operational and client-facing senior positions. At the core of Michelle’s achievements is the ability to align strategy with structure, people, and processes. Michelle holds a master’s degree in organizational psychology and a BS in finance. To learn more: MKopconsult.com, [Linkedin](https://www.linkedin.com/in/michellekempskie).