

## SURVEY OF LEADERSHIP PRACTICES (SLP)

**Application:** Leadership development programs for managers and staff professionals

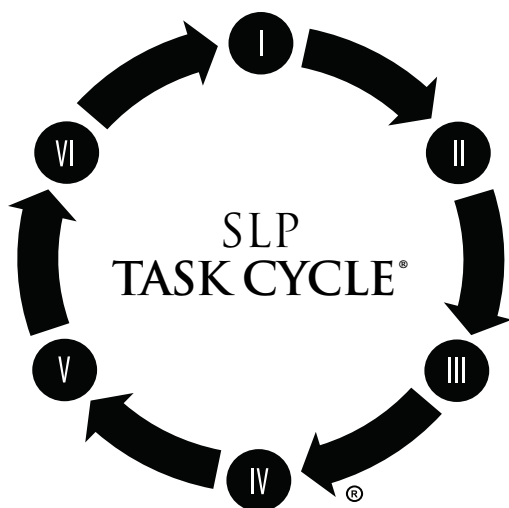
**Audience:** Any professional responsible for initiating and leading change

**Respondents:** Self, Manager, Peers, and Direct Reports

**Questions:** 77 questions, 3 open-ended

Survey of Leadership Practices (SLP) provides feedback on a leader's ability to initiate and manage change. To be successful, leaders in this role must contribute to an organization's sustained business growth. Leaders should be effective in gaining support and buy-in for new ideas, and are also responsible for bringing positive change to those with whom they work. The SLP measures the leadership competencies that are vital to personal and professional growth and the success of the organization.

### THE SLP TASK CYCLE®



The Task Cycle is a validated organizing tool that can help leaders know where to focus their development. It is presented as a logical sequence of events, with each phase contributing to achieving the final goal. A leader's performance across the Task Cycle phases is predictive of how others perceive their impact on the organization.

*The Task Cycle image and name are registered trademarks of the Clark Wilson Group.*

#### I. ENTREPRENEURIAL VISION

Finding creative solutions and taking informed risks.

#### II. LEADERSHIP FOR CHANGE

Being sensitive to others' reactions to change and encouraging participation.

#### III. GAINING COMMITMENT

Fostering an empowering, team-driven environment and constructively impacting outcomes.

#### IV. MONITORING PERSONAL IMPACT

Openness to others' feedback regarding performance.

#### V. DRIVE

Setting performance standards, exhibiting dynamic energy, demonstrating perseverance and determination, and appropriately utilizing authority to get results.

#### VI. RECOGNIZING PERFORMANCE

Recognizing the contributions of others.

#### OUTCOMES

Effectiveness/Outcomes, Coping with Stress, and Trustworthiness.

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