

LEAD SMARTER, NOT HARDER: DECODING BEHAVIOURS WITH LSI

One of the key drivers of organisational culture, and indeed the most important driver, is the behaviour of the leaders. Leaders shape culture through what they do, what they pay attention to, and how they reward and sanction. They are the role models for “the way we do things around here”.

The Life Styles Inventory (LSI) identifies the underlying thoughts and motivations that guide an individual's behaviour. Often referred to as personal styles, management styles and leadership styles, these represent the essence of an individual's effectiveness.

The quality of an individual's thinking and behaviour contributes greatly to that person's work performance. Fortunately, your leaders have the power to change ineffective thinking and behaviour - the kind that can paralyse an individual's effectiveness. But first they need to know if what they're doing now is supporting or detracting from quality performance.

The Life Styles Inventory (LSI) is based around the Human Synergistics Circumplex, describing constructive, passive/defensive and aggressive/defensive behaviours.

The LSI diagnostic is a 360 degree feedback tool, with feedback on the observed behaviour of the leader from up to 8 participants and a self-assessment of the leader's intent.

The LSI provides for self-description (LSI 1) and feedback from others (LSI 2). Participants receive comprehensive resources to assist the change process.



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