



# Dimensions of Leadership Profile®

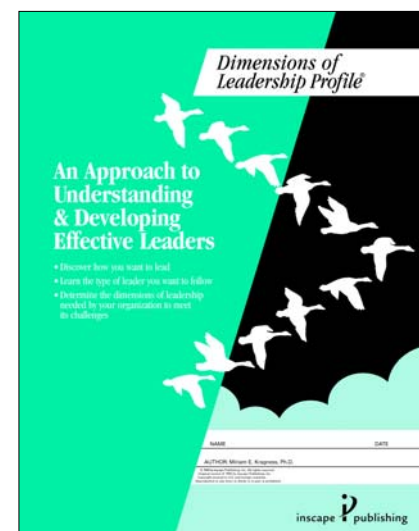
## Discovering and Developing Leadership Potential

In a successful organisation, leaders can be found at every level — from the boardroom to the mailroom, from the chairman's office to the customer service desk. This is particularly true in organisations that have given up elaborate hierarchies in favour of a team-oriented approach to leadership and management. Leadership is also important in Total Quality Management and is one of the evaluation criteria for the Malcolm Baldrige quality award.

### Expand Your Definition of Leadership

Leaders come in many varieties, ranging from the charismatic visionary to the unassuming team player who helps peers work together to accomplish goals set by others. Most leaders display several leadership characteristics or "dimensions of leadership." What's more, a follower can become a leader and a leader can spend time as a follower.

The *Dimensions of Leadership Profile*® is a self-directed learning instrument designed to help individuals in your organisation discover what they value in themselves as leaders, learn what kinds of leaders they want to follow, and determine the Dimensions of Leadership needed by your organisation.



## Discover the 12 Dimensions of Leadership

The *Dimensions of Leadership Profile*<sup>®</sup> allows learners to explore leadership from one of three points of view: self as leader, another person as leader, or the need for leadership. The profile then guides learners in their personal assessment of four broad aspects of leadership: Character, Analysis, Accomplishment, and Interaction. Finally, learners determine how they view the 12 specific Dimensions of Leadership.

## Develop Leaders at All Levels of Your Organisation

Organisations use the *Dimensions of Leadership Profile* to help people

- discover personal leadership characteristics
- develop an understanding of the leader-follower relationship
- encourage acceptance of different approaches to leadership
- match leadership approaches to organisational needs
- recognise the strengths in shared leadership

## Related Products

The *Dimensions of Leadership Profile* Facilitator's Kit provides everything trainers need to administer the *Dimensions of Leadership Profile* in facilitated sessions. The kit includes research and technical background, a fully scripted seminar, presentation materials on CD-ROM, and two profiles. Contact Fortuna International, Inscape Publishing's International Distributor for New Zealand for details.

## Inscape Publishing

The power to transform individuals, teams, organisations. Inscape pioneered the original DiSC<sup>®</sup> learning instrument over three decades ago. Today, we continue to create innovative products and services that inspire, energise, and empower individuals. Available in 21 languages in over 50 countries, our extensively researched, time-tested resources create the opportunity for transformational experiences. We have helped more than 40 million people develop a deeper understanding of themselves and their relationships, discover their potential, and realise greater success.

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