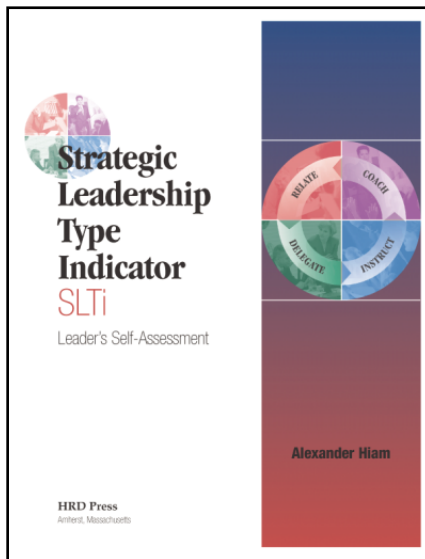


SLTI

The Strategic Leadership Type Indicator, Leader's Self Assessment

Strategy not style, a new approach to developing leadership adaptable to change



The Strategic Leadership Type Indicator

Leader's Self Assessment

Alexander Hiam

Are you looking for a refreshing, new approach to managing and motivating employees performance day-to-day? A leadership technology that keeps it simple, and complements today's emphasis on competency-based skill development? Look no further than the *Strategic Leadership Type Indicator (SLTI)*, a revolutionary assessment and practical people management tool.

In rapidly changing, highly competitive environments, a strategic approach to leadership is needed. Skill requirements change quickly. Jobs constantly reinvent themselves, often faster than the employee can keep up. The change paradigm requires leadership that is flexible and adaptable, while maintaining a clear vision of the goals and the actions necessary to achieve them. This is the strategic leadership approach; a consistent approach governed by a thorough understanding of a few key constants in the supervisor/direct report collaboration.

The SLTI assessment process is a complete development cycle for supervisors or leaders:

1. Leaders complete a self-assessment and determine their preferred leadership strategies for a variety of contexts.
2. Leaders learn to select the best strategies for a given situation.
3. Leaders are shown how to use strategies to develop their direct reports, to move them toward higher autonomy, competence, and improved productivity.

Following training, the SLTI assessment booklet acts as a prescriptive job aid supervisors can refer to when considering how to handle a new employee, a subordinate with evolving job responsibilities, or a sudden change in a direct report's performance.

360-Degree Feedback Profile SLTI

Here's a great way for your leaders to gather feedback from sources all around them and learn to work better with their supervisor, peers, and direct reports. 360-degree feedback using SLTI provides the leader and the direct report with a powerful platform to review their supervisor/direct report relationship. How and why the leader has used a specific approach or strategy can be examined, as well as the direct reports perception of the approach or strategy being used. Few techniques have greater potential to initiate positive behavior change than 360-degree feedback with SLTI. Following discussion of the leader's feedback, there is a natural segue into clarifying roles and responsibilities, as well as a review of performance.

Includes:

- SLTI Feedback Instruments and scoring sheets for supervisor, peers, direct reports
- 360-Degree Feedback Profile for charting the feedback, with guidelines for discussing the results with each person.

Easy-to-Use Facilitator's Manual

The Facilitator's Manual provides up to six hours of training design formats, based on the SLTI Leader's Self-Assessment. The manual includes a step-by-step PowerPoint® presentation, plus helpful teaching tips.

Includes:

- Facilitator's Manual, plus Supplemental Module: Case Analysis and Interpretation and Choosing Leadership Actions Worksheet
- PowerPoint® presentation
- SLTI Workbook

SLTI

The Strategic Leadership Organization License

Now, your organization can license the three-day SLTI curriculum with unlimited reproduction rights to the leaders guide, power point presentation, participant materials, and SLTI facilitator's manual.

All materials are provided on CD-ROM, in Word 97 format.

Three-Day Strategic Leadership Workshop

The three-day format includes everything a trainer needs to deliver a complete internal course using the SLTI.

The agenda introduces the principles of strategic leadership and explores the four leadership strategies:

- Instruct Strategy
- Relate Strategy
- Coach Strategy
- Delegate Strategy

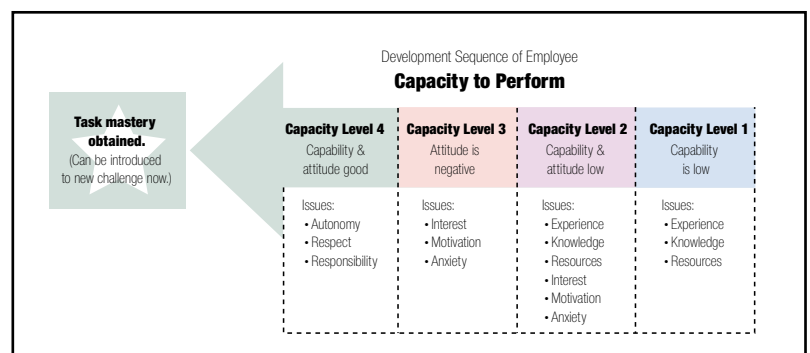
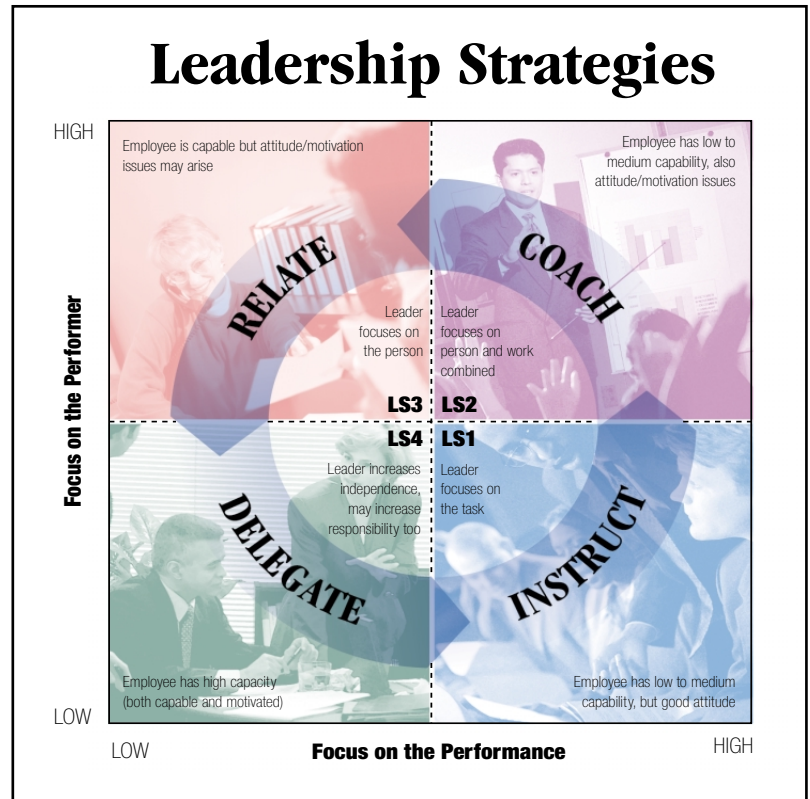
SLTI Training Outcomes

Participants will:

- Learn to assess and identify an effective work climate, and understand the implications of work climate or managing for high performance.
- Self-assess their leadership strategies in varying circumstances of employee capability, performance, and need for leadership.
- Develop task-management (performance-focused) and people-management (performer-focused) competencies in the context of different leadership strategies.
- Identify when and how to "flex" their leadership strategies based on the needs of employees.
- Develop, through practice, interpersonal leadership skills to improve performance and coach employees to reach their fullest potential.
- Understand and appreciate the advantages of using the strategic approach to leadership.

Includes:

- Leader's Guide
- PowerPoint® presentation
- Participant's Manual
- Facilitator's Manual



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*A license does not include the SLTI self-assessment.