



Steinbach & Partner

Leadership Versatility Index[®] – 360 feedback Assessing strengths, identifying weaknesses, training focused on leadership

All executives should regularly review their behaviour and performance – especially in a world marked by constant change. Traditional management methods need to be complemented or even replaced by leadership. This requires a new degree of flexibility between operational efficiency (short-term success) and strategic action, as well as a pronounced ability to effectively foster personal responsibility among employees.

These skills require practice and training, and external feedback plays a key role here. This is where the extremely helpful 360° feedback concept comes in. The Leadership Versatility Index (LVI) was developed to facilitate the best-possible use of this powerful tool. Through online questions, it is able to provide a realistic assessment of executives' strengths and weaknesses.

How the Leadership Versatility Index with Steinbach & Partner benefits you:

- The LVI is the only tool that makes it possible to measure the overuse of strengths.
- You are provided with an ideal basis for expanding your skill set.

Facts & figures

- Basic idea: Avoid overusing strengths and avoid forgetting weaknesses
- “Who/how you are as a person (HOGAN) determines how you lead (LVI).”
- Identifies strengths – and shows how they can become weaknesses
- Reveals tensions, conflicts and paradoxes
- Chronicles behaviour in context and specific situations as perceived by relevant actors in the full circle (feedback providers)
- Online method involving feedback providers who are divided into groups and whose answers are evaluated anonymously. The number of people providing feedback can be set as desired.
- 12 questions about “Operational efficiency and strategic thinking”
- 12 questions about “Assertiveness and fostering personal responsibility”
- 5 behaviour-related questions with verbatim comments to complement the assessment.
- Self-assessment reveals potential discrepancy with respect to the perception that others have.

