

Executive Leadership Survey (ELS) /

Executive Leadership Survey (ELS) provides feedback on a leader's executive competencies and emotional intelligence. A leader's primary role is to achieve business targets and operational objectives. Executive-level leadership includes having a thorough knowledge of the marketplace, and a compelling vision for the organization. This survey further provides feedback on emotional intelligence, which measures the ability to manage one's emotions and relationships. An understanding of emotional intelligence can directly benefit performance on a personal and organizational level. The ELS measures the strategic and personal skills that lead to success.

APPLICATION

Executive development and long-term succession planning

AUDIENCE

CEO, president, vice president, senior managers, board of directors

RESPONDENTS

Self, Manager, Peers, and Direct Reports

QUESTIONS

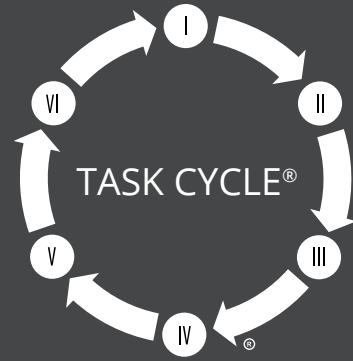
69 questions, 3 open-ended

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Underlying Model



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.

ELS Leveraging Sequence

1

SETTING DIRECTION

Developing a vision and a plan for change, taking informed risks, and exhibiting enthusiasm for the business.

2

EXECUTIVE PERSPECTIVE

Requires drawing conclusions from multiple sources, sensing current and future needs, being sensitive to others' reactions to change, making good decisions, and being customer oriented.

3

EXECUTIVE IMPLEMENTATION

Includes timely decision-making, development of strong teams, and a determination to succeed.

4

FEEDBACK

Appreciating others' points of view and understanding how emotion impacts behavior

5

DRIVE

Setting performance standards and appropriately utilizing authority to get results while maintaining composure.

6

ACKNOWLEDGING CONTRIBUTIONS

Recognizing the contributions of others.

OUTCOMES

Trust and Effectiveness/Outcomes are leveraged through the mastery of Task Cycle phases.