

My Leadership Strengths 360

Enabling Behaviour Change | Measuring Impact

A contemporary leadership model based on strengths



The 360 is based on the My Leadership Strengths model which is been developed using research from the UK and Australia. Our research focused on the future role of leaders in Healthcare, local and national Government, and the private sector. It is now available as a self-assessment report with development content to drive on the job learning. The My Leadership Strengths model contains 16 capabilities grouped into four clusters.

Enabling behaviour change in a digital world

The My Leadership Strengths 360 is a powerful leadership development tool. Key features include a simple and practical prioritisation of development needs, and the ability to measure progress over time.

- ✓ **Explain Leadership in practical terms:** The My Leadership Strengths model uses simple yet powerful language to describe leadership capabilities in an accessible way.
- ✓ **Put Leadership in context:** Explore the relevance and relative priority of the 16 capabilities, giving actionable insights into the leadership capabilities that matter most right now.
- ✓ **Raise awareness:** Undertake a 360 exercise to create individual and team insights that drive development planning and fuel Learning Needs Analysis (LNA).
- ✓ **Shift behaviour:** Use our Development Toolkit to foster ownership of learning and translate insight into action.
- ✓ **Evidence behaviour change:** Run tailored pulse surveys, gathering behavioural feedback on specific priority areas that track the impact of learning.



The Development Toolkit

Drive change at an individual, team & organisational level

Individual Development and Coaching	Team and Leadership Development	Learning Needs Analysis and Diagnostic
Increase the impact of 1:1 performance and career coaching discussions	Prioritise and measure collective leadership strengths & weaknesses	Fuel your workforce, leadership development and people planning

Key features of the My Leadership Strengths 360

Identify the capabilities most critical to success



The 360 report provides inbuilt analysis of development priorities that encourages focus on the strengths and weaknesses that matter most.

The report provides a breakdown of results to support self-reflection and coaching conversations. The results can be collated for a team of leaders of any size, providing powerful organisational insights.

Drive on the job learning

Development Focus
Drives Performance

Learn through Self-Reflection
These are helpful for self-analysis and discussion with a coach or manager:

- What are the key outcomes that you need to achieve in your role? Ask yourself why are these things important, and identify how they contribute to the overall business plan.
- What goals and objectives do you set for your team? How well do your team understand what they mean, why these are important, and how they are determined?
- What are the things you find most difficult about dealing with individual performance issues? Reflect on when you have had to deal with poor performance in your team.
- Beyond setting goals and targets, how else can you inspire and motivate people in your team? What are your team really motivated and excited about, personally and professionally?

Learn by Doing
These are learning activities that you can do on the job:

- Encourage feedback:** Frequent conversations about learning, progress and difficulties is at the heart of what makes a high performing team. Use formal things like team meetings and 1:1s to share feedback and encourage others to do so. Use informal opportunities like observing someone handle a difficult situation to provide feedback 'in the moment'. Sometimes showing that you notice people's great work is a powerful motivator.
- Anticipate difficulties:** Don't wait for someone's standards to slip, or avoid someone who appears to be struggling with something. Creating a healthy environment for people to talk openly, both personally and professionally, is the best way of avoiding problems. Ensure you check in with your team regularly, and pick up on any out of character behaviour in a gentle and friendly manner.

The 360 report has a dedicated development section, which is built to provide practical learning options. Development content is included for specific capabilities based on individual priority and effectiveness ratings.

Development content includes key tasks each capability supports; self-reflection & coaching questions; learning exercises; action planning tool; development roadmap.

Case Study: UK Public Sector Individual & Team Assessment

The Federation leadership team had recently undergone a series of team changes, including appointing a new Chair, and embarking upon a program of professional development. The team needed to work out the key issues that they needed to focus on, both individually and as a collective group of senior practitioners. The upcoming development session was 3 weeks away.

Within a two week period, team members, stakeholders and even service users contributed feedback to all participants via the My Leadership Strengths online portal. Once completed, we generated individual leadership assessment reports and a combined team report. We co-designed and facilitated an intensive workshop with the team, which included feedback using the individual reports, 1:1 debriefs, peer coaching conversations using the proprietary My Leadership Strengths Development Toolkit, and a summary of the team development priorities.

“The reports have enabled the team to shape our organisational development programme for the remainder of the year” Federation Manager