

Organizational Assessment

# Leadership Gap Indicator



Identifying the gaps in leadership strength and development needs

[www.ccl.org/lgi](http://www.ccl.org/lgi)

**Developing effective leadership in an organization involves identifying your current organizational leadership skills and how they relate to current and future success. Identifying the gaps in your organizational leadership capacity is fundamental to knowing where to focus development efforts.**

## What is Leadership Gap Indicator?

**The Leadership Gap Indicator is a web enabled assessment designed to help your organization identify the effectiveness of current leadership skills and draw attention to developmental needs that may exist. It provides organizations a tool for evaluating managers' opinions about developmental needs.**

### Outcomes:

- Discover the specific leadership skills essential to the success of your organization.
- Identify the strength of skills and perspectives among current leaders.
- Recognize gaps between current leadership skills and the leadership skills identified as essential to success.
- Identify factors impeding success and derailing careers.



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## How does the Leadership Gap Indicator work?

Managers rate the importance of leadership competencies for success now and in the future and then rate the abilities of their peer group to perform them. By identifying any gap between today's skills and those required for future success, organizations will have the data they need to begin making strategic plans for developing leadership talent.

## The Benefits of Using Leadership Gap Indicator

Helps organizations that need help with talent management and training needs. The Leadership Gap Indicator is the only instrument of its kind on the market today.

### Features:

#### Configurable\*

The Standard leadership model includes 20 competencies and 5 derailment factors. Leadership Gap Indicator allows you to configure the model by targeting only the competencies selected by the organization. Choose from over 50 competencies and derailment factors.

#### Valid and Reliable

Leadership Gap Indicator was developed as part of a major research initiative. The study surveyed 2,670 managers from 15 organizations in five countries.

#### Web enabled reducing administration time and costs

Available in U.S. English and French

*\*An additional one time setup fee of \$2000 will apply to organizations that choose to configure the Leadership Gap Indicator model based on selections from the Leadership Gap library of 56 competencies.*

## Your Leadership Gap Indicator Base Project purchase includes the following:

- 50 invitations
- A detailed report of key findings ready to share with your leadership team
- Two additional reports for specific groups of respondents
- A Users Guide detailing benchmarking information by country and industry sector
- Debrief presentation template to support analysis

**Base Project Price: \$1,250**

Please contact CCL for prices on invitation quantities over 50.



### For more information, contact:

Client Services • +1 800 780 1031 • info@ccl.org

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