

THE LEADERSHIP BLUEPRINT™

This report and the process around it build awareness and acceptance of:



your current mindset and its influence on your effectiveness as a leader.



your impact on the mindsets of your direct reports and affect it has on their performance.



your current leadership approach and methods.

The Leadership BluePrint™ is a development tool that provides feedback on your current mindset - the part of your personality that is learned. As we go through life, we internalise certain information as fact, and reject other information. These are choices we make. Generally, we are not conscious of these choices. However, they begin to define who we are as a person. As we age, these beliefs filter our perceptions of the world around us. How we see people, our work and even our abilities are shaped by what we have internalised as true. Mindset is the collection of all these beliefs we have internalised. The Leadership BluePrint™ examines a critical set of these beliefs, and the five factors of the tool provide you with insights into your current philosophy of leadership, which drives the way you approach and lead others.

As a leader, you play a critical role in your direct reports' individual mindset. You have the power to shape their mindset as they approach their tasks and people around them and your approach can create confidence or fear.

The Leadership BluePrint™

Five Factors of Mindset

Efficacy:

To what extent is the individual confident, resilient in the face of ambiguity, and believe in the concept of a growth mindset? High scores in this factor are related to increased individual accountability.

Goals:

To what extent is the individual establishing and moving towards the accomplishment of goals? High scores here are related to increased employee engagement.

Approach:

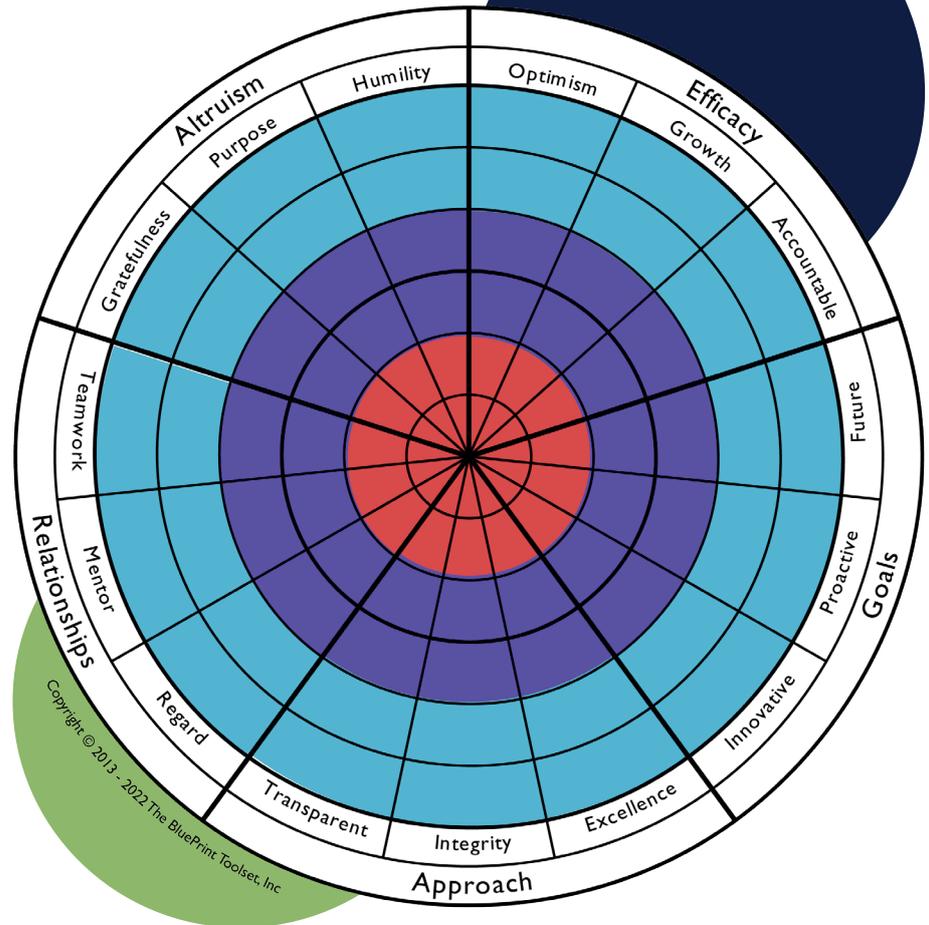
To what extent is the individual striving for excellence, operating with the highest levels of integrity and creating trust through an open agenda? High scores in this factor are related to increased customer satisfaction.

Relationships:

To what extent is the individual invested in others, through respect, coaching and collaborating towards common goals? High scores here are related to increased teamwork and cooperation.

Altruism:

To what extent is the individual grateful for the interconnectivity between themselves and the people around them, connecting with a higher purpose and meaning in all that they do? High scores in this factor are related to employee retention.



This report provides you with the opportunity to see how your mindset has been shaped by your experiences, the organisations, and leaders that you have worked with and situations that you have found yourself in over your lifetime. In the same way, this report will give you feedback on the mindset you are driving in others.

To help provide development actions, the report also provides you with feedback on the methods you are currently using to lead. The more your methods are engaging, the more you create confidence and drive performance. The more your methods are constraining, the more you create fear and impede performance.

Once awareness and acceptance are achieved, then you can create a leadership growth plan.

Methods for Mindsetting



Goal Facilitation

Connect direct reports to the goals of the department and organisation. Clear goals with a strong WHY create a sense of purpose and energy.



Messaging

Communicating with direct reports. Consistency of message and the utilisation of multiple methods is key to ensure the message is getting heard, creating certainty for the direct reports.



Connecting

Creating connections across the organisation puts work into context. This method creates trust through an open agenda, develops a healthy level of interdependence within the organisation, while removing the barriers of divisional silos.



Driving Results

Coaching and providing feedback is essential to improve performance. Receiving it as coaching, and not micromanaging, is the goal.



Developing Thinking

Encouraging diversity of thought and disruption achieves innovation and growth.



Character Building

Purposeful communication of values and why leaders do what they do, engages direct reports to naturally operate in ethical and meaningful ways.