

Benchmark your Leadership and its Impact

We specialise in the end to end management of online Organisational and 360° surveys.

Our established C³alibrator[®] assessment platform and experienced team can deliver surveys and reports to meet the needs of your organisation's leadership strategy. An LIW Consultant will debrief the results to ensure maximum impact.

Aligned with our organisational approach, the results can be viewed in the context of your strategy and structure to report opportunities in the areas of Clarity, Climate and Competence[®].

What we offer:

- Organisational Survey
- Individual 360° assessment and survey
- Pre and Post program evaluation survey
- Needs Analysis survey
- Leadership Impact Review competency survey
- Customised Leadership Impact surveys

"C³alibrator[®], when linked to the full LIW leadership development toolkit, allows a leadership team to see how it is performing warts and all. If an MD or CEO is genuinely committed to improving the leadership of his or her organisation, they should use it. If they aren't... then don't open Pandora's box!"

Kevin Moore, Managing Director, The Marketing Department, Australia

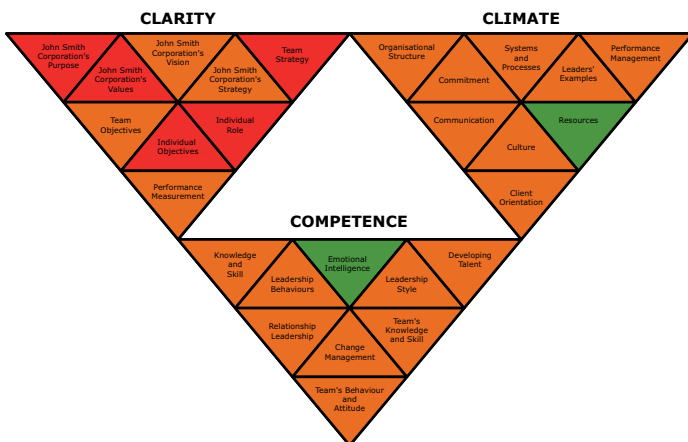
Leaders are responsible for creating the conditions in which others can be successful.

These conditions are:

- Clarity - information and understanding
- Climate - systems, processes, resources and culture
- Competence - knowledge and skill, behaviour and attitude

The LIW Organisational C³alibrator[®] survey is an online instrument that measures the effectiveness of your leaders in creating these conditions. The LIW C³alibrator[®] provides you with a laser guide so that you can quickly build on strengths, overcome obstacles and realise success. It provides you with multiple reports tailored to your organisation's needs and language, tracking progress over time and highlighting how you can get ahead of your competition.

A sample of 360° C³alibrator[®] reports



Pyramid Page 1

	John Smith Corporation - By Location				
	TOTAL John Smith Corp	Australia	New Zealand	UK	USA
John Smith Corporation's Purpose	28.0%	100.0%	50.0%	100.0%	50.0%
I understand the organisation's reason for existence	28.6%	100.0%	50.0%	100.0%	50.0%
I am motivated by what the organisation stand for	28.6%	100.0%	50.0%	100.0%	50.0%
John Smith Corporation's Values	28.0%	50.0%	50.0%	100.0%	50.0%
I understand the organisation's long term goals	28.6%	50.0%	50.0%	100.0%	50.0%
I believe that the organisation's values provide a clear direction for employees to adhere to in their daily interactions	28.6%	100.0%	50.0%	100.0%	50.0%
John Smith Corporation's Vision	57.0%	50.0%	100.0%	100.0%	100.0%
I understand the organisation's long term goals	57.1%	50.0%	100.0%	100.0%	100.0%
The organisation's long term goals provide meaningful direction for my work	57.1%	50.0%	100.0%	100.0%	100.0%
John Smith Corporation's Strategy	78.0%	75.0%	100.0%	100.0%	100.0%
I understand the organisation's plan to achieve the organisation's goals	100.0%	100.0%	100.0%	100.0%	100.0%
The organisation's long term goals provide meaningful direction for my work	57.1%	50.0%	100.0%	100.0%	100.0%
Team Strategy	42.9%	50.0%	50.0%	100.0%	50.0%
I believe my team's plan is executed in accordance with the organisation's plan	42.9%	50.0%	50.0%	100.0%	50.0%
I believe my team's plan is executed in accordance with the organisation's plan	57.1%	50.0%	50.0%	100.0%	100.0%
Team Objectives	71.0%	50.0%	50.0%	100.0%	100.0%
I understand how the objectives of our team contribute to the attainment of the organisation's goals	71.4%	50.0%	50.0%	100.0%	100.0%
I use the team's objectives of our team contribute to the attainment of the organisation's goals	71.4%	50.0%	50.0%	100.0%	100.0%
Individual objectives	42.6%	50.0%	50.0%	100.0%	100.0%
My individual objectives and standards of performance are clearly communicated to me by my manager	42.9%	50.0%	50.0%	100.0%	50.0%
I understand how my objectives contribute to the attainment of the organisation's objectives	71.4%	50.0%	50.0%	100.0%	100.0%

Detailed Breakdown

“Doing 360 reviews is absolutely essential to developing a strong leadership. The product that LIW supplies achieves exactly that and from an administrative viewpoint, C360 removes any natural resistance to the process.”

Greg Dooley, General Manager, Computershare, Australia

If leaders are responsible for creating the conditions in which others can be successful, then how can we measure whether or not they are creating these conditions effectively? The LIW 360° C³alibrator[®] survey can do just that.

LIW 360° C³alibrator[®] is an online instrument designed to provide the individual leaders with direct, honest and open feedback from selected third parties. This particular tool analyses the individual's ability to provide Clarity, Climate and Competence from varying perspectives: the individual, their direct reports, managers, peers and clients.

The LIW 360° C³alibrator[®] survey is especially useful in coaching for professional development.

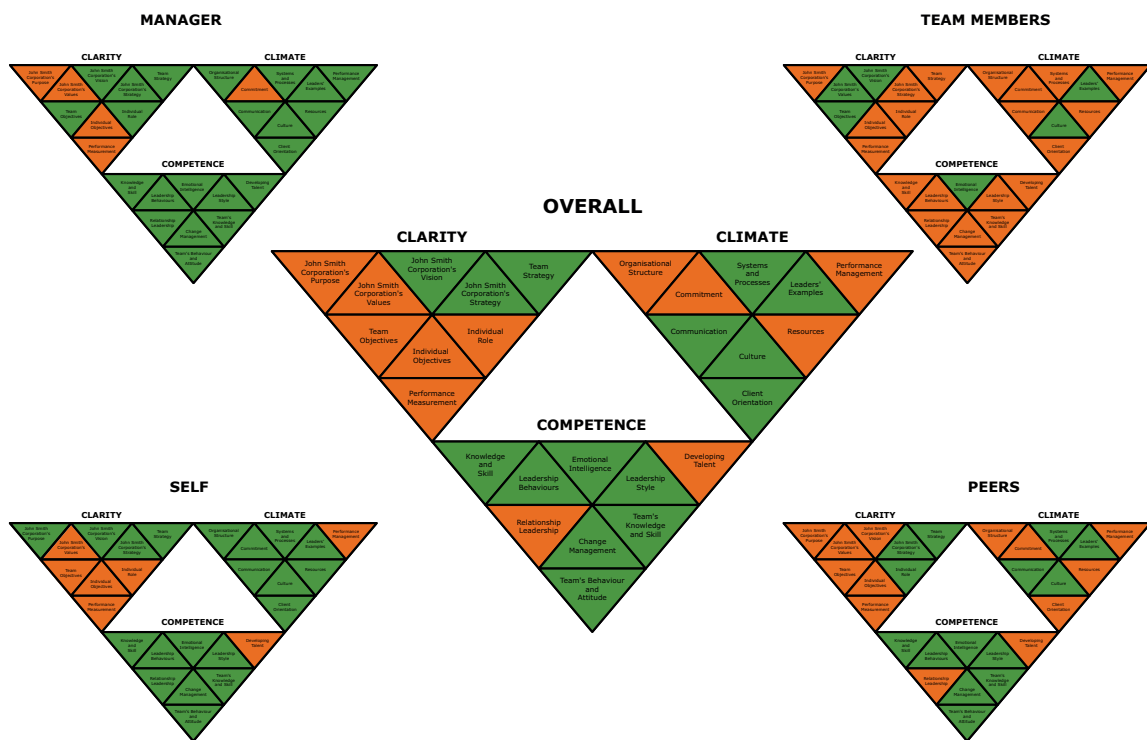
It gives leaders a clear snapshot of their strengths and development needs, enabling them to create an action plan and set about becoming more effective. LIW internal coaches facilitate this process.

A sample of 360° C³alibrator[®] reports

CLARITY: Organisation's Vision



360° Analysis



Multi Pyramid page