

Leadership and Emotional Intelligence Performance Accelerator

Using 360° feedback

Additional information for Licensees

Benefits for individual practitioners

- Enhances your client offering
- Adds value to your practice
- Accelerates the leadership performance improvement of your clients, resulting in repeat business
- Action plan provides a framework for ongoing coaching

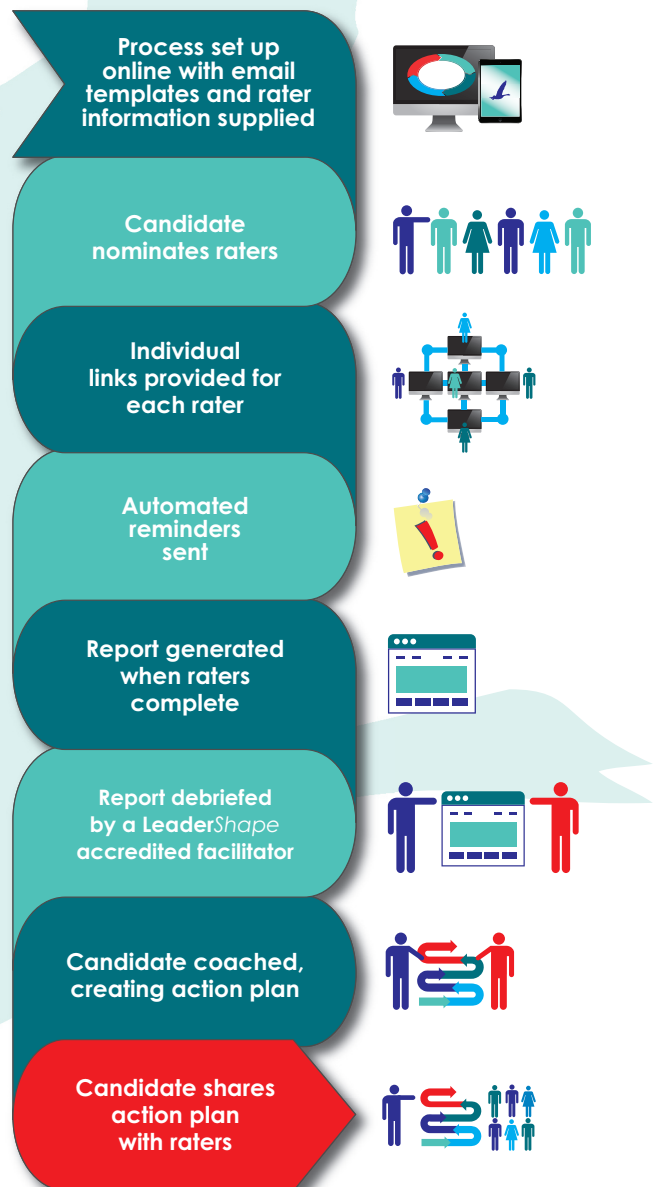
Benefits for Corporate Licensees

- Have a consistent development tool for the organisation
- Creates a culture of EI leaders
- Supports a learning culture
- Action plan integrates with individual performance and development plans
- Can be 'white labelled' and tailored to corporate values
- Can provide anonymised data to inform Talent and OD policy

Team LEIPA[®]

- An aggregated Team LEIPA[®] Report can be generated where a whole Team are undertaking individual LEIPAs[®].
- This is generated by **LeaderShape** and costs depend on the number of profiles
- Informs and identifies common team development needs

The LEIPA[®] process



Accreditation process

The LEIPA® Accreditation is managed and implemented by a **LeaderShape** Tutor and consists of:

- Completing the LEIPA® ALIVE© Prep This is an on-line resource of information which uses various learning interventions (videos, exercises, reading materials, etc.). These require an estimated 3 – 5 hours of preparation prior to the first 2-hour tele-conference session. Information includes:
 1. 360° assessment best practice
 2. The features and benefits of LEIPA®
 3. Understanding the candidate and his/her situation
 4. What good facilitation looks like
 5. Details of LEIPA® Process
 6. Sample LEIPA® Report
 7. LEIPA® Report Feedback Guidelines
 8. Feedback check list
- Undertaking your own LEIPA® and having feedback from a qualified LEIPA® facilitator, to have first-hand experience of the process
- Participating in an ALIVE© LEIPA® MasterClass conference call over two hours. There will be up to 6 "trainees" on the call. This deepens and extends the learning of the online prep
- Participating in 3 x full 2-hour feedback sessions with two fellow trainee facilitators using a triad format with one person feeding back another's LEIPA® and the third person being an observer
- Participating in an ALIVE© Post-feedback reflective call. This is a reflection on the insights from the process of the triad feedback
- The "trainee" must complete all the points listed above to the satisfaction of the Tutor before receiving their Accredited LEIPA® Facilitator Certificate and signed agreement
- Total time for training (excl. personal LEIPA®) is estimated at 12-14 hours
- Post accreditation – agree a buddy arrangement with (an)other accredited LEIPA® Facilitator(s)
- Accreditation is valid for 12 months. It is automatically renewed each 12 month period if three LEIPA® reports and feedback facilitations have been completed, and the LEIPA® candidates have completed feedback forms to the satisfaction of **LeaderShape**. If an accredited LEIPA® Facilitator does not meet these

minimum requirements they will be required to undergo further training to be reinstated. Exceptions may be made on an individual basis at the sole discretion of **LeaderShape**

Support provided

For Coaches

- Support of a **LeaderShape** Tutor throughout the programme
- Cohort and triad 'buddies' will support your journey
- **LeaderShape** will provide a register of all accredited Facilitators' details
- A client feedback form will be provided for facilitators to ensure/track client satisfaction and provide **LeaderShape** with quality evidence
- CPD is provided and a minimum of 3 LEIPA® process per year is needed to retain accreditation, failing which a 'refresher' course will be required
- A social media user group will be provided whereby accredited LEIPA® facilitators can share learning and support one another

For Corporates (in addition)

- A phased handover and training on the administrative elements of setting up LEIPA® processes on the system, tailored to suit your organisational needs
- Support from our LEIPA® administrator via email
- Tutor support for in-house LEIPA® facilitators

Basic Requirements:

To be accepted as a LEIPA® licensee, all candidates training to become an Accredited LEIPA® Facilitator must be experienced coaches, either with a formal accreditation (preferable) or to the satisfaction of **LeaderShape**.

Candidates should also be a member of an official coaching body or alternatively sign **LeaderShape**'s Code of Ethics and Confidentiality.

Commercial Terms:

The cost of training as a LEIPA® facilitator, LEIPA® pricing, and the relevant terms and conditions for your operation are available on request. See contact details below.

The price of one or multiple LEIPAs® includes all digital template documentation for communication with the LEIPA® candidates and raters, the online survey and the detailed LEIPA® Report in PDF format.

LeaderShape Contact Information

To enquire when the next available accreditation course is being run or for other queries contact Danielle Grant on E: dgrant@leadershapeglobal.com
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