



LEADERSHIP 360

360 Coaching is a personalised, one-to-one approach to your development as a leader.

Converge International believes in the possibility of great leaders and that all organisations can foster the potential of their leadership team. We support the development of your company's leaders through delivering:

- Personalised, tailored leadership development programs
- One-on-one coaching sessions to support the development of emerging and senior leaders within your organisation

The methodologies behind, and the content of, our leadership development coaching programs are underpinned by research and embrace best practice, while reflecting recent trends.

DEVELOPING LEADERSHIP INSIGHTS

Courage and trust are required for a leader to submit to the scrutiny of a 360° process. It's not always simple or straight forward for leaders to gain helpful, objective, useful and actionable feedback. At Converge International we are committed to utilising the best research validated leadership behavioural model, as well as maintaining an emotionally safe, comfortable and effective process.

Converge International utilises the Multifactor Leadership Questionnaire (MLQ), also known as the MLQ 360°. The MLQ 360° is:

- Based on the Full Range Leadership Model, the most rigorously research validated leadership behavioural model available and is used worldwide
- Shown to be a strong predictor of leadership performance across a wide range of cultures, organisations and different managerial levels

The MLQ questionnaire is securely facilitated online:

- The leader participates in a self-assessment which measures their self-perception via 45 research validated questions covering nine leadership behaviours plus extra effort, effectiveness and satisfaction
- Up to 24 raters from a more senior level, the same level, a lower level in the organisation and an 'other' group for participants outside the organisation complete the same questionnaire about the leader

MLQ 360° AND DEVELOPING LEADERSHIP

The data from the MLQ process enables the Leader and their accredited Coach to gain a broad understanding of the leader's performance. Based on the MLQ findings, a personalised and measurable leadership development plan is created. This plan takes into account the individual's dominant leadership behavioural styles and:

- Identifies proactive steps that can be taken by the leader to increase the frequency of helpful leadership behaviours
- Breaks these steps into a series of realistic improvement cycles
- Outlines ways leaders can develop and extend their skills and knowledge, as well as make changes to their behaviour and style

The process features privacy and confidentiality measures to ensure a constructive review that will not publicly expose or embarrass either the raters or the leader.

CONTACT US

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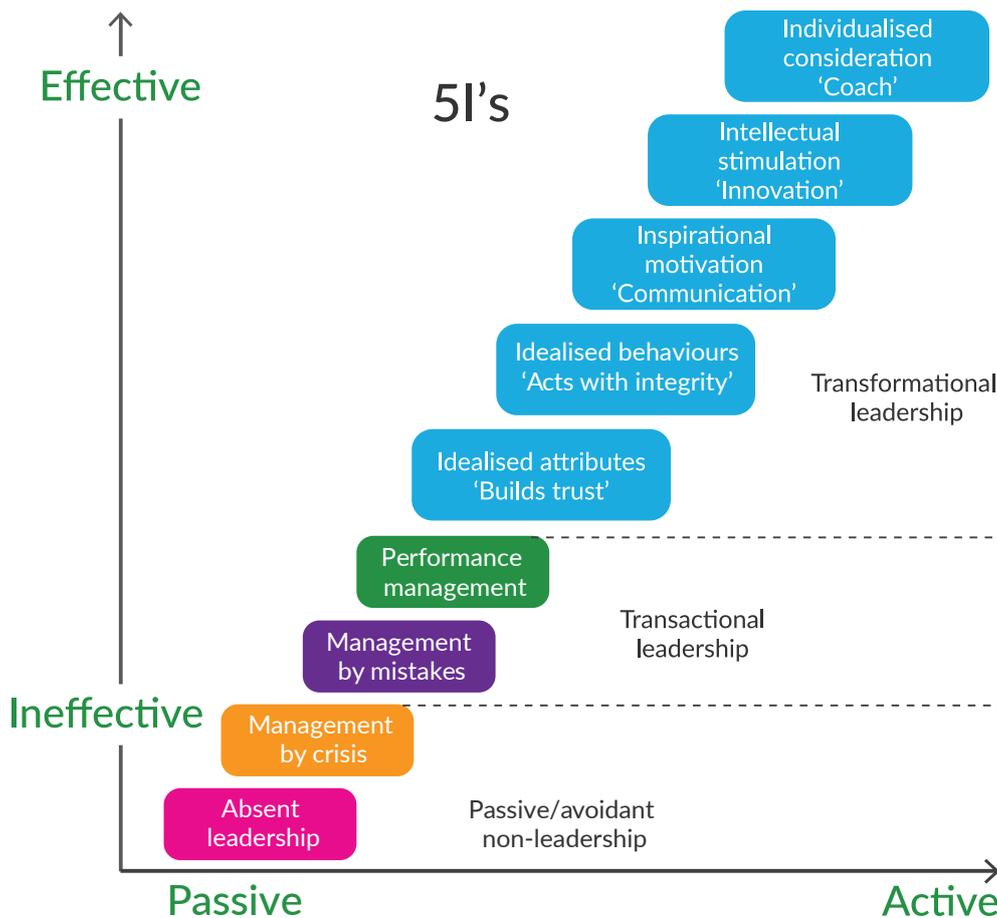
DELIVERING MLQ 360°

Implementation of the MLQ 360° process involves:

- Developing leadership coaching objectives, expectations for coaching deliverables and setting timelines
- Working with the participating leader to select 24 raters from various levels in the organisation and facilitating the MLQ 360° questionnaire for the raters
- Collating the MLQ 360° results into a 35 page report
- Delivering a 90 minute debriefing covering the report's findings

- Preparing and finalising a personal Leadership Development Plan across 2 additional coaching sessions
- Agreeing on the content of an accountability framework to ensure that the leader continues to work on building their skills as set out in their Leadership Development Plan

Leaders can participate in additional coaching sessions to further develop their leadership based on the insights gained through the initial report.



Full range leadership model

Adapted from Bass & Avolio



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