



Leader + 360 Feedback

sparkemotionsalesleaderculturetalent

Helps organizations
transform their
performance by
transforming their people



Global talent development organization with offices
and strategic alliances in over 40 countries

Lumina materials: 14 languages

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What is Lumina Leader?



- Lumina Leader is an assessment tool based on the latest business theories.
- Lumina Leader is designed to nurture leadership to its highest level.
- Lumina Leader give you an insight into leading others by understanding your leadership style and the needs of those you are leading.

Why Leadership?



- People can be leaders in title but not display the attributes of leadership... conversely there are those who don't have these titles, but do have these qualities.
- Lumina Leader equips you with the appropriate tools for leading others by examining both your own leadership style and the qualities of those you lead. Your unique style is your special strength and when you can also adapt it to suit every situation and every individual, you reach peak leadership performance.

Lumina Leader...



- Provides pragmatic approaches to a range of leadership challenges...
 - Coordinating others and entrusting them with appropriate responsibility
 - Dealing confidently with new and unfamiliar experiences
 - Leading through example
 - Maintaining the team's focus
 - Motivating others towards a shared vision
 - Repairing communication breakdowns
 - Resolving conflict

Value of Lumina Leader



- Lumina Leader provides opportunities to explore your ability to cope with situations you may have struggled with in the past. It does this by:
 - Giving you the ability to adapt your leadership style to suit the situation
 - Setting goals for the future and raising your awareness of the areas that you may need to develop

Why is Lumina Leader Different?



- We personalize all of our products; you can tailor them to suit your needs.
- We look at the impact of different personalities on professional competencies.
- We customize our leadership frameworks to our clients, making your product unique.

How Lumina Leader Works!



- Lumina Leader focuses on four areas of leadership and highlights and develops your strengths in these domains:

Vision

Drive

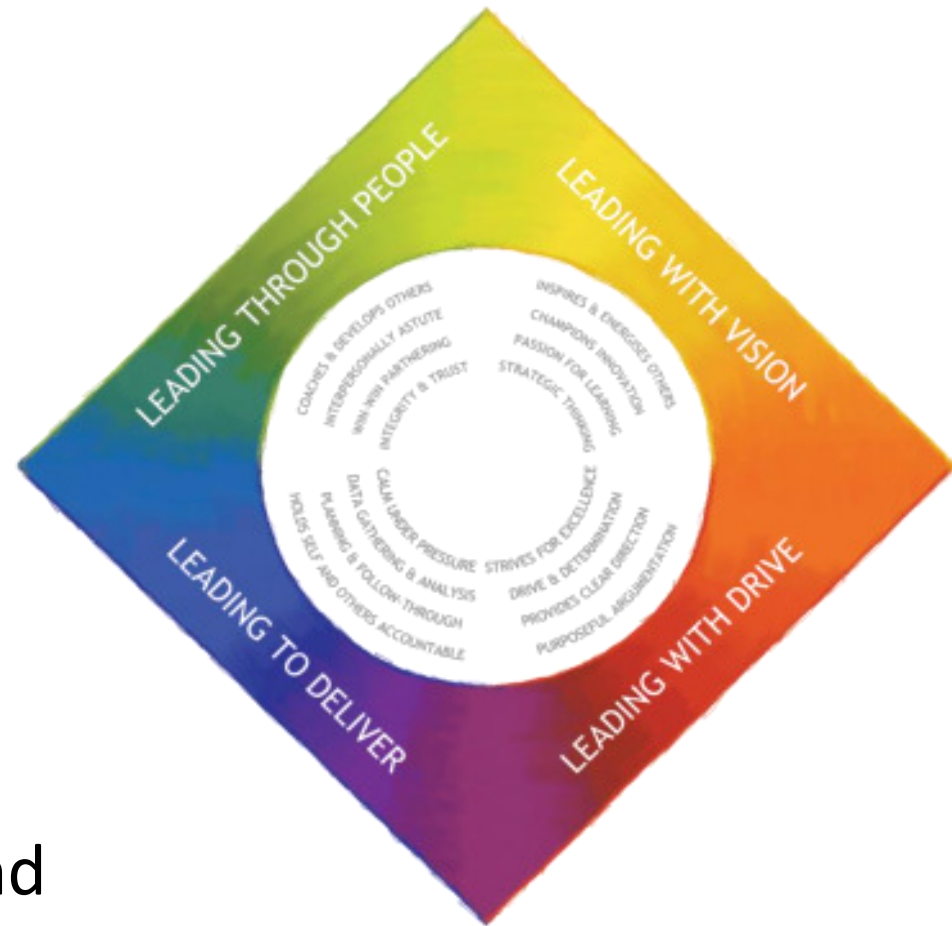
Delivery

People

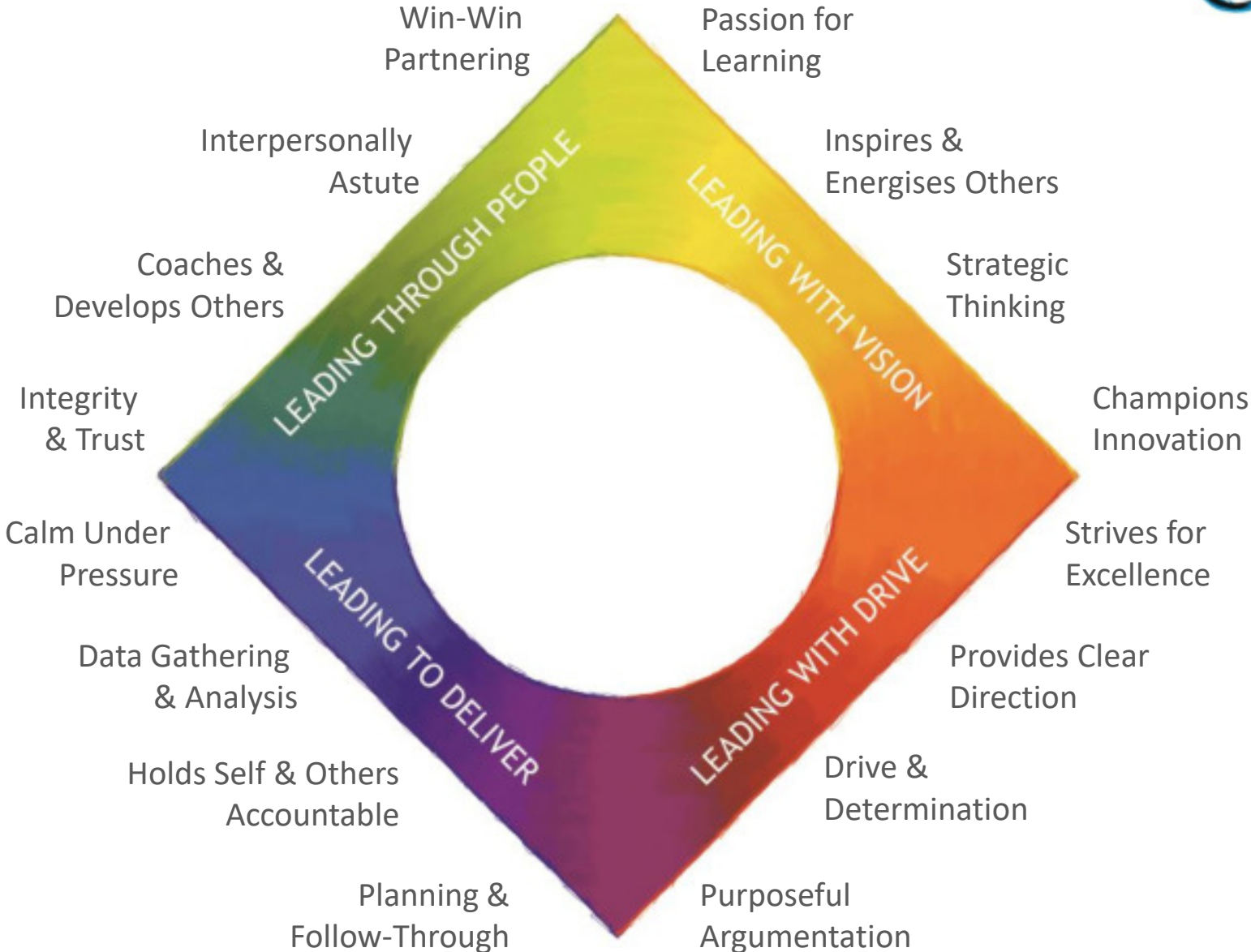


Lumina Leader – Model

- 16 leadership qualities
- Each of these qualities builds into a complete leadership skill set
- Four leadership domains
- Colors to make ‘sticky’ and easy to remember



Lumina Leader – 16 Qualities/ 4 Domains



Lumina Leader – With 360



Executive Summary of Your Top Leadership Domain

Your Leadership Overview



Gavin Howden

Each of the four leadership domains shapes an individual's leadership style in a different way but they are all valuable. Your personal leadership style is most heavily influenced by Leading with Drive as that is your highest domain score. The motivator behind your leadership is "Power"

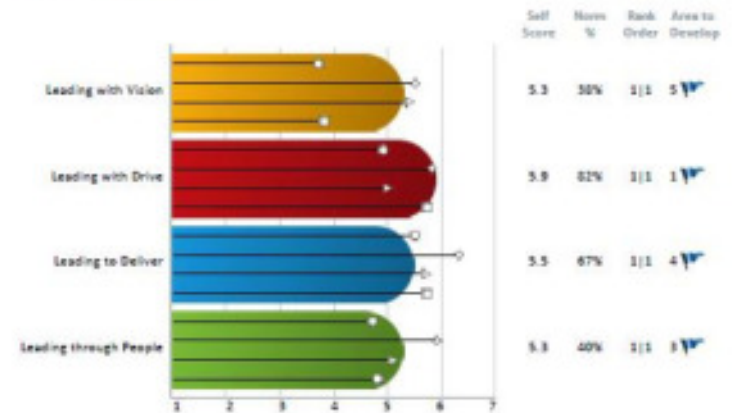
More on your leadership qualities:

- Your purposeful reasoning and clear rationale mean that your views always come out on top when it matters most.
- You strive for perfection in all your projects and encourage others to do the same. Your penchant for pushing the boundaries gives your organisation a lead in your industry.
- You possess a powerful will and desire to succeed that helps others endure times of difficulty and instill them with belief to overcome any obstacles.

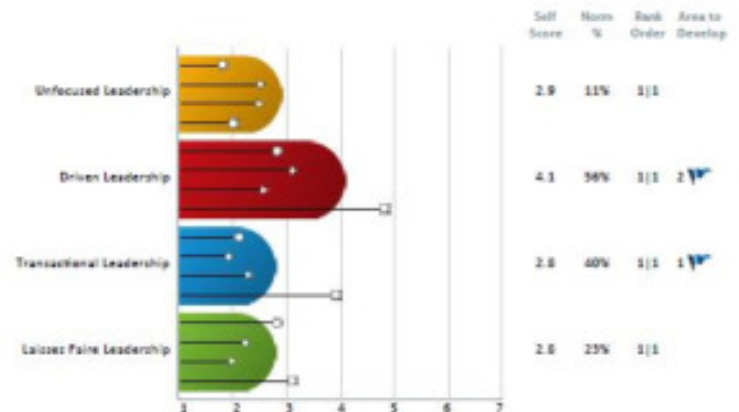
Your Domains Overview

The following chart displays how you scored at the domain level.

Effective Use of Domains



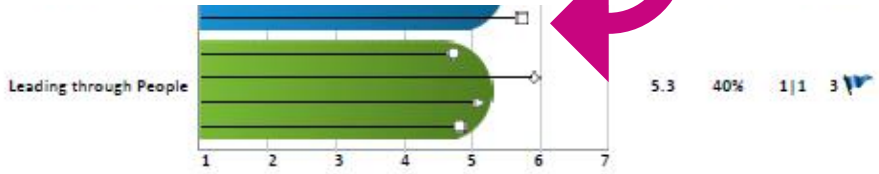
Overextended Use of Domains



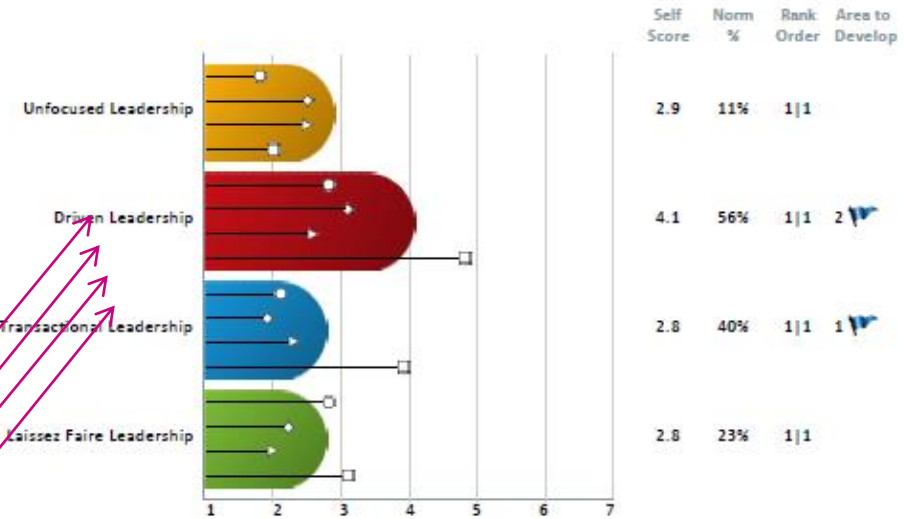
- | Boss
- | Peers
- ▷ | Staff
- | Others

Lumina Leader – With 360

The solid colour bar is the individual's self-analysis.



Overextended Use of Domains



The four lines on the bars are the feedback groups' scores.

GROWS Preparation

- Which leadership quality will most help me to be effective in the next six months?
- Which overextended leadership quality may limit me?
- Make a commitment to improve a quality
- Undertake a GROWS analysis

Visuals

Leading with Vision



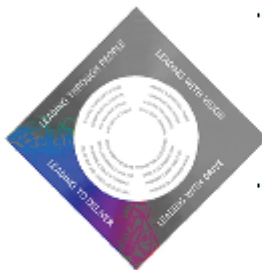
- Leading with Vision is evident in future-orientated leaders who are always connected to the bigger picture. Typically, they seek constant development, inspiration and motivation. They often make good strategic thinkers. Leaders with a lot of energy in these qualities can be very charismatic as well as visionary. This makes them motivational and engaging, always ready to pick up and champion new ideas.

Leading with Drive



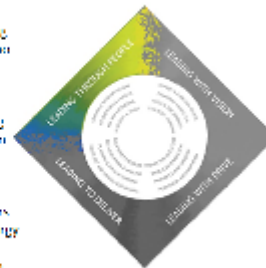
- Leading with Drive is evident in leaders who focus on pushing things forward and making things happen with force of will. It centres on personal drive, influencing others, delegating effectively and pushing the team to excel. Leaders with a lot of energy in these qualities are very determined and convincing. They are good at communicating in a clear and direct fashion.
- When they overextend these qualities...

Leading to Deliver

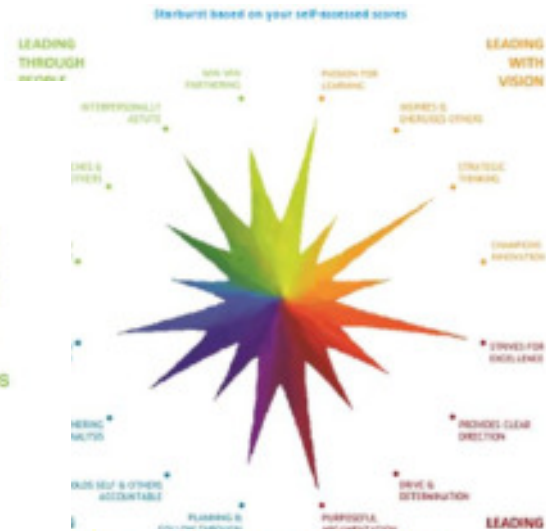
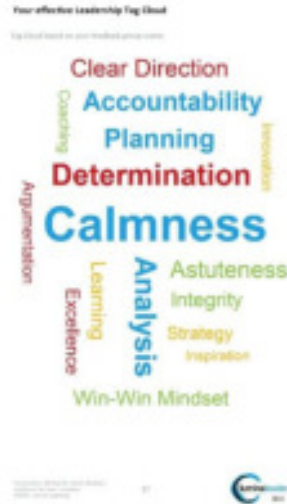


- Leading to Deliver requires a focus on commitments made and how to achieve them on time, in high quality and within budget. It focuses on self-discipline, attention to detail and accountability. Leading to Deliver is crucial for consistent and reliable completion of projects. Through a focus on solid planning and discipline, these leaders schedule, deliver on time.
- When they overextend these qualities, leaders who use a lot of energy can stop overall success outside of the team who have been personally involved in the team and too process.

Leading through People



- Leading through People involves empowering others to achieve. It can be seen in leaders who are themselves team players and who utilise their team's strengths from an inherently collaborative approach. It centres on open communication, interpersonal understanding and a coaching style. By putting their focus on these qualities, leaders can build support and create strong teams.
- When they overextend these qualities, leaders who use a lot of Leading through People energy can be seen as too personally involved with their teams. They can spend so much time on their colleagues that their priorities can get lost in the process.



Effective Use of Leadership Qualities



GROWS – Step 1 – Articulate Your Goal

Step 5 – **Support**

Who can you enrol
to help you?

Step 3 – **Options**

Write down all
your ideas



Step 2 – **Reality**

What are the facts?

Step 4 – **Will**

What will you do?

What action will
you take?



Thanks

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