



# EDA

## ***Leadership Effectiveness Survey® I & II***

### ***A 360-Degree Feedback Tool***

The Leadership Effectiveness Survey® (LES) is a 360° multi-rater feedback process that provides experienced professionals with an opportunity to receive feedback on their job performance from the people around them – their manager, peers, subordinates and customers.

The process begins when the professional participates by completing a self-evaluation on a specific set of criteria. This is followed by a non-identified evaluation from the participant's manager, peers, subordinates and customers. Once complete, the participant receives a gap analysis detailing how the professional's self-perception compares to the perceptions of others. Receipt of the personalized report is followed by a one-on-one confidential debrief by a qualified professional. During this session, key performance strengths are identified and areas for professional development are established.

You can choose from the following surveys to judge performance areas that are fundamental to building and maintaining a successful career.

#### **LES I**

1. Motivation
2. Communication
3. Leadership
4. Self-Control
5. Ethics
6. Team Orientation
7. Organization and Time Skills
8. Systems and Procedures
9. Vision
10. Decision-Making Skills

#### **LES II**

1. Interpersonal Relationships
2. Communication
3. Team Orientation
4. Accountability & Responsibility
5. Personal Conduct
6. Performance Management
7. Operations
8. Business Knowledge & Skills
9. Decision-Making Skills
10. Visionary Leadership

Customized versions of the LES are also available if a more specific approach is desired.

Participants complete the survey via a web-based application. Once results are available, professional feedback is crucial to gain the most out of your results. Professional feedback is offered in the following ways:

- An EDA consultant delivers feedback either by telephone or in person
- A qualified internal professional delivers feedback following industry "best practice guidelines"
- Executive Development Associates certifies internal professionals to deliver the feedback sessions

[www.executivedevelopment.com](http://www.executivedevelopment.com)

# **Executive Development Associates**