

The Leadership Index

Measure the leadership practices that **drive engagement**.

The Leadership Index shows how your people experience your leaders, next to how your leaders see themselves. Each leader completes the L.E.A.D. self-assessment; their team answers the same questions about them. You get one clear picture of leadership and coaching across your organization, benchmarked, with a plan for where to focus.

Engagement surveys measure engagement. **The Index measures what drives it.**

Most organizations already know how engaged their people are. What they don't have is a measure of the leadership practices behind the number, leader by leader, team by team. Leadership impact is one of the strongest predictors of engagement, performance, and retention. The Index makes it visible.

70%

of the variance in team engagement comes down to the manager.

SOURCE: GALLUP

What it measures

-  **Growth**
Developing people and potential
 -  **Performance**
Driving results and accountability
 -  **Trust**
Fostering belonging and psychological safety
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-  **Leadership Index Score**
Overall leadership effectiveness, on one scale. 100 is the Index standard.
 -  **Coaching Effectiveness Score (CES)**
How effectively leaders coach in practice

See what's working.

Results by leader, team, and organization across growth, performance, and trust, so you know what's strong and what needs attention first.

See how leaders coach.

The Coaching Effectiveness Score shows whether coaching is happening in practice, not just in training.

Make the case.

A benchmarked baseline and a reassessment give you the data to support investment in leadership and coaching development, and to show what changed.

HOW IT WORKS

Two surveys. One picture.

- 1 Leaders assess themselves.**
Each leader completes the L.E.A.D. self-assessment: 26 questions, about 7 minutes, on the habits behind how they grow people, drive performance, and build trust, plus open-ended questions on what they could do more of.
- 2 Their teams answer the same questions.**
Team members rate the same 26 habits for their leader, anonymously, and answer the same open-ended questions: what their leader could do more of, and what they need to grow.
- 3 You get the report.**
One picture of leadership and coaching across the organization, benchmarked against the Index standard.
- 4 Reassess to show what changed.**
Run it again after development, and the baseline becomes evidence.

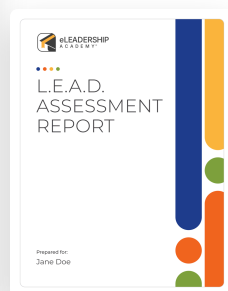
What you get

ORGANIZATION REPORT

- Results by leader, team, and organization across growth, performance, and trust.
- Your Leadership Index Score and Coaching Effectiveness Score against the Index standard.
- The gaps between how leaders see themselves and how their people experience them.
- Open-ended responses from leaders and employees on what leaders could do more of and what people need from them to grow.

EACH LEADER'S L.E.A.D. REPORT

- Feedback on all 26 habits, coaching questions for their focus competency, and an action plan.



Simple to run

Two online surveys, administered by us. We handle setup, distribution, and reminders; you share the participant list and a launch note. Available to organizations of any size and sector.

Pairs with the pathway. The Index tells you where to focus and informs development, coaching, and succession planning. The certificate pathway, eCOACH, and the EVOLVE Series are how organizations act on it; the reassessment shows what moved.

Ready to see how your leaders are experienced? Talk to our team about running the Index.

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