



## **TITLE SLIDE**

- ◆ **POWERPOINT PRESENTATION**
- ◆ **CORPORATE LOGO USED WHERE AVAILABLE**  
*(THIS IS A SAMPLE ONLY)*
- ◆ **INDIVIDUALLY ANALYZED – CONTENT CAN VARY**

# THE LEADER

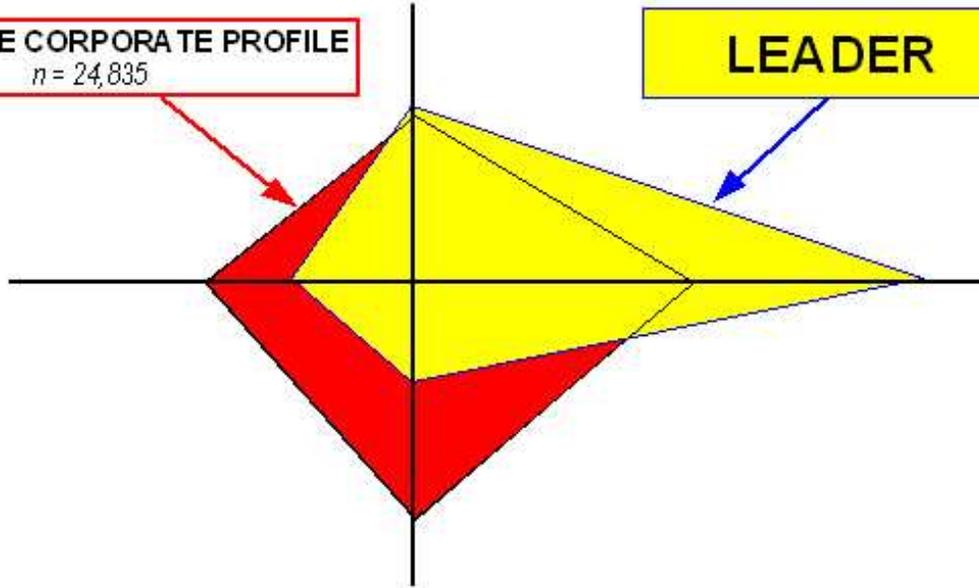
## SECTION SLIDE

- ◆ PRESENTATION DIVIDED INTO SECTIONS
- ◆ SECTIONS CAN VARY
- ◆

## THE LEADER

AVERAGE CORPORATE PROFILE  
*n* = 24,835

LEADER



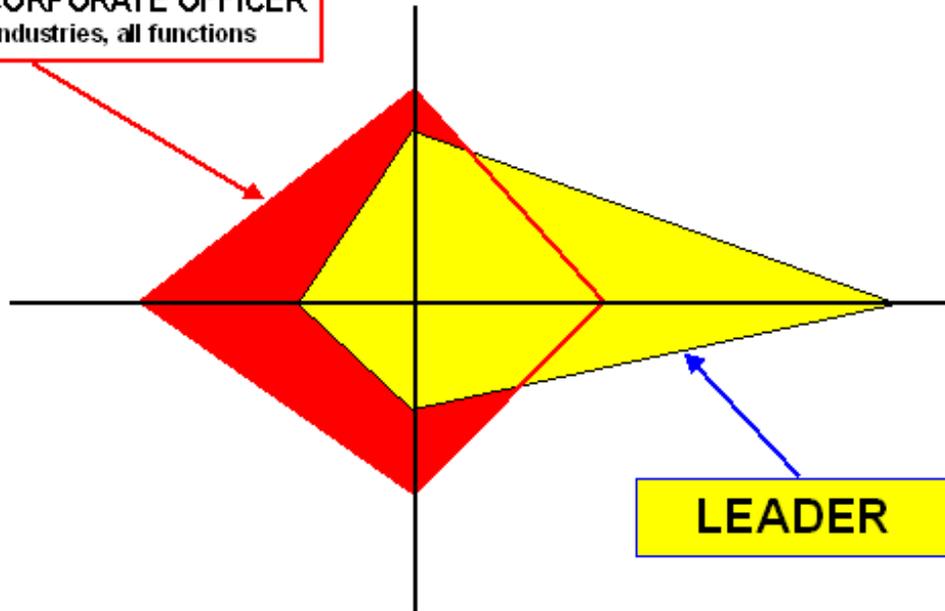
Leader is more LP than the average person.

## CONTENT SLIDE

- ◆ LEADER COMPARED TO AVERAGE CORPORATE PERSON
- ◆ CONTENT SLIDES DO NOT HAVE NOTES ON MEANING OR INTERPRETATION
- ◆ EXPLANATIONS CAN BE ADDED BUT REQUIRE MORE TIME, LATITUDE (i.e., longer preparation time) AND CARRY A VALUE-ADDED SURCHARGE.

## VERSUS OTHER LEADERS

AVERAGE CORPORATE OFFICER  
n=435, all industries, all functions

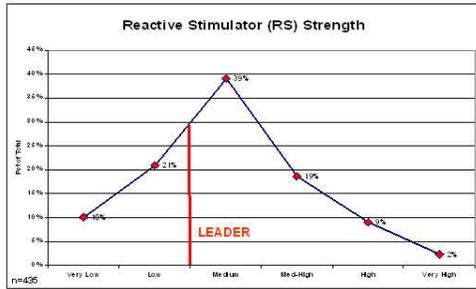


Leader is more LP the average corporate officer.  
(Vice President and higher)

## CONTENT SLIDE

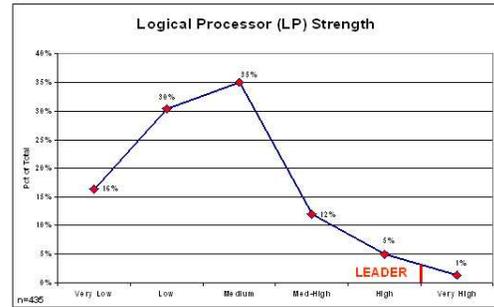
- ◆ LEADER COMPARED TO PEERS
- ◆ PEERS REFERENCED CAN VARY DEPENDING ON NATURE OF GROUP BEING ANALYZED  
(CAN BE ORGANIZATIONAL LEVEL, FUNCTION, INDUSTRY, ETC.)
- ◆ COMPARISONS ALSO DEPEND ON AVAILABILITY OF DATA IN THE DATABASE.

### VERSUS OTHER LEADERS



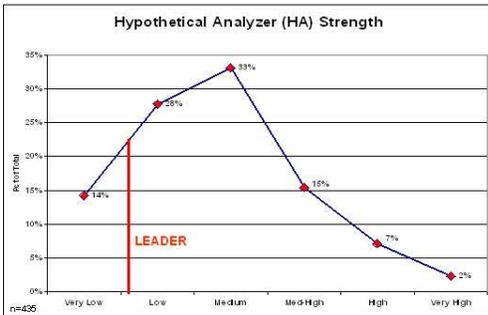
**Absolute RS (Instant action) score is in the lower-middle of the range.**  
(Vice President and higher)

### VERSUS OTHER LEADERS



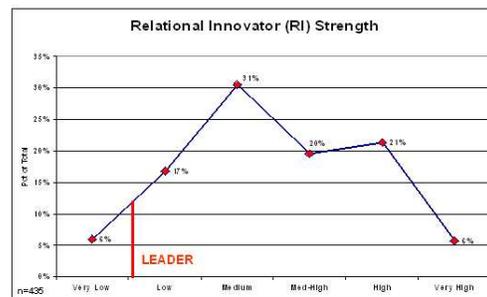
**LP (Disciplined action) score is in the upper end of the range.**  
(Vice President and higher)

### VERSUS OTHER LEADERS



**HA (Analysis) score is in the lower end of the range.**  
(Vice President and higher)

### VERSUS OTHER LEADERS



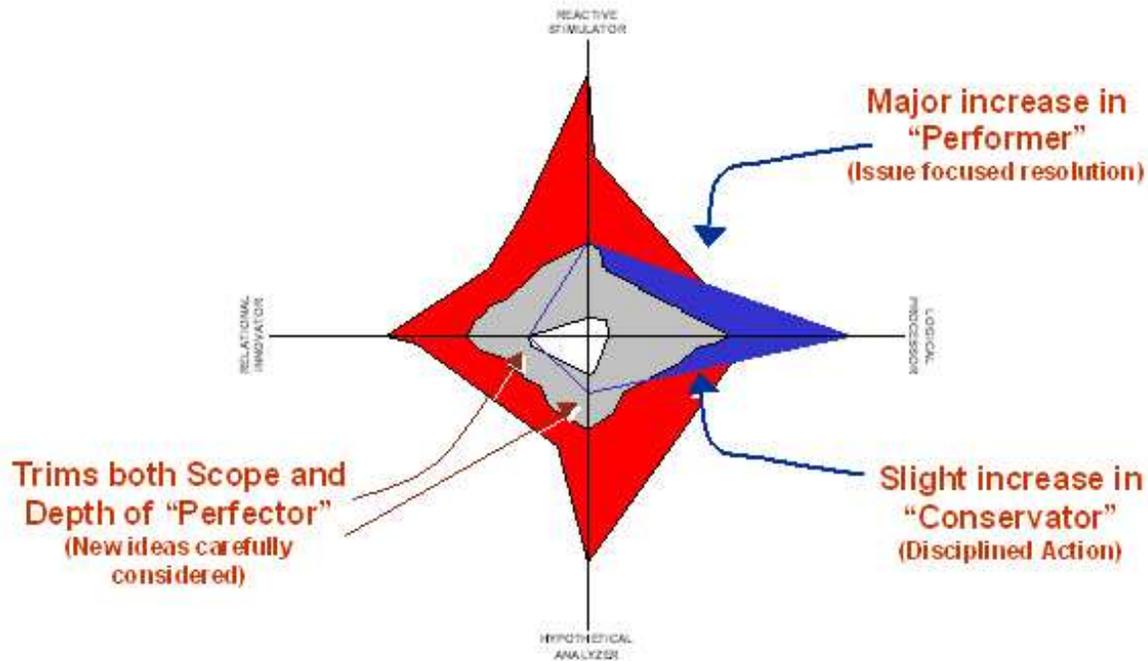
**Absolute RI (new ideas) score is in the lower end of the range.**  
(Vice President and higher)

## CONTENT SLIDES

(FOUR INDIVIDUAL SLIDES)

- ◆ LEADER COMPARED TO PEERS BY STYLE
- ◆ INTERPRETATION DEPENDS ON THE LEADER'S AREA  
(THE APPLICABILITY OF A STYLE CAN DEPEND ON AREA APPLIED)
- ◆ SPECIFIC DISTRIBUTION USED DEPENDS ON AVAILABILITY OF PEER REFERENCE IN THE DATABASE.

## LEADERS "PULL" ON GROUP

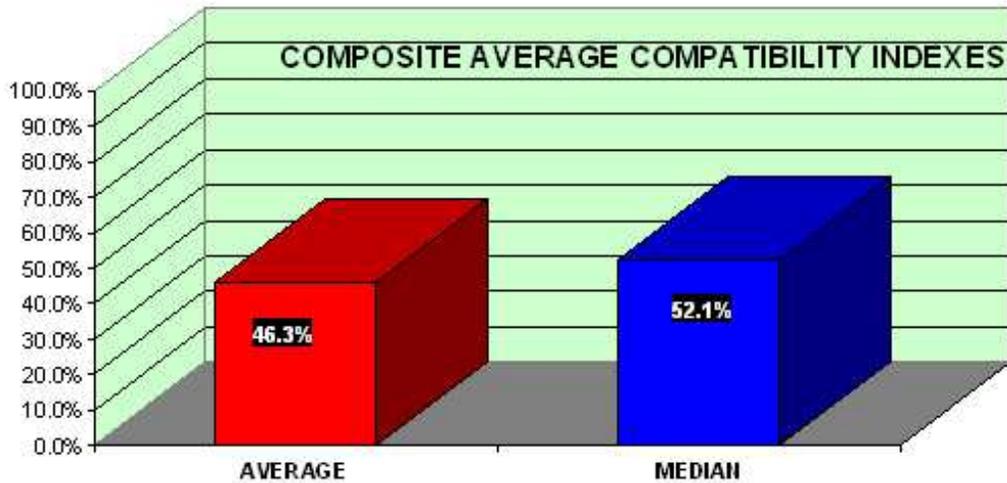


The leader is likely to guide the team toward a "results" posture.

## CONTENT SLIDE

- ◆ LEADER PROFILE COMPARED TO GROUP MAJORITY
- ◆ ANNOTATIONS ADDED TO EXPLAIN PRINCIPAL EFFECTS
- ◆ OVERALL DIRECTION OF PULL IDENTIFIED IN SUMMARY LINE AT SLIDE BOTTOM

## COMPATIBILITY ENVIRONMENT



**Structural compatibility is high.  
Few tensions between team members can be expected.**

## CONTENT SLIDE

- ◆ **GROUP COMPOSITE COMPATIBILITY**
- ◆ **SUMMARY INTERPRETATION AT SLIDE BOTTOM**
- ◆ **AVERAGE AND MEDIAN VALUES ARE SHOWN  
*A MAJOR DIFFERENCE WOULD SIGNAL A SKEWED CURVE AND  
POTENTIAL FOR COALITION FORMATION.***

# DIVERSITY WITHIN THE GROUP



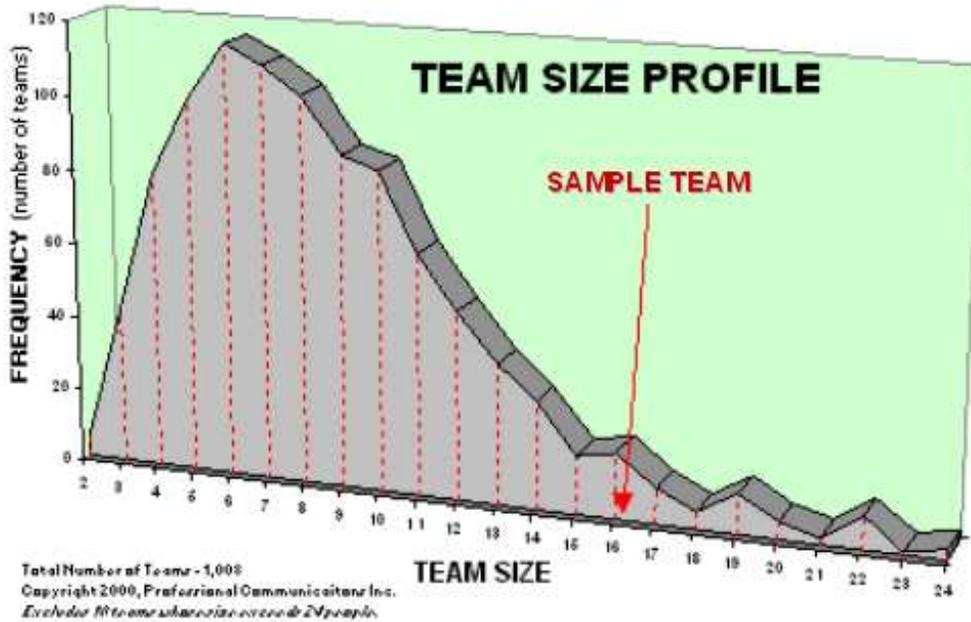
Measurement is based on the absolute range of the surface area of team profiles

**Structural diversity is on the upper end of the range.  
A wide range of views can be expected.**

## CONTENT SLIDE

- ◆ **STRUCTURAL DIVERSITY OF GROUP vs OTHER GROUPS**
- ◆ **INDICATION OF RANGE OF OPTIONS AND EASE OF AGREEMENT**
- ◆ **SUMMARY INTERPRETATION ON THE BOTTOM OF SLIDE**

## LEADERS GROUP SIZE EFFECT

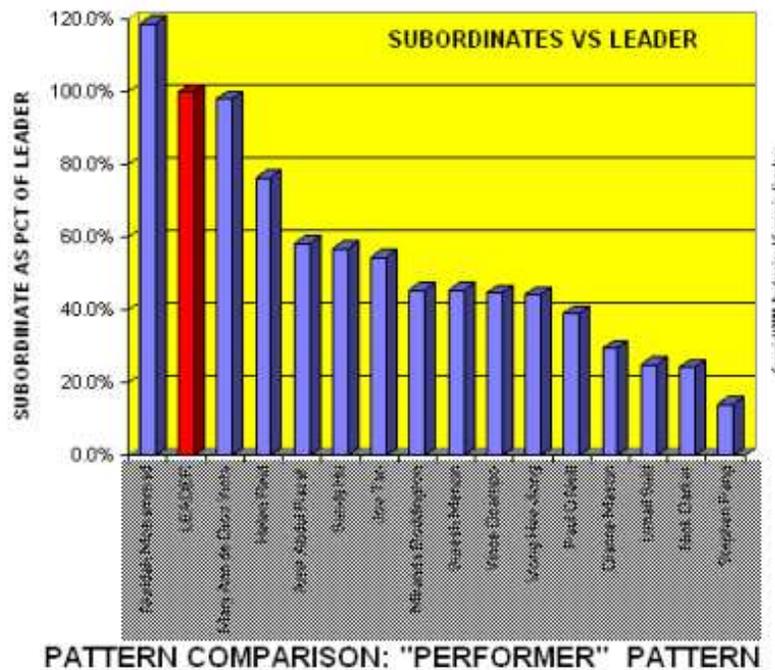


**The team size is very large.  
The leader can handle this size but at a cost.**

## CONTENT SLIDE

- ◆ **TEAM SIZE VERSUS OTHER ACTUAL TEAMS**
- ◆ **IMPLICATIONS DEPEND ON “I OPT” PROFILE OF LEADER**
- ◆ **SUMMARY INTERPETATION ON BOTTOM OF SLIDE**

# LEADERS PATTERN EFFECT



The leaders strongest effect will be in the "Perfector" quadrant.  
Most members will find this posture acceptable.

## CONTENT SLIDE

- ◆ PATTERNS ARE THE LONG-RUN DECISION PREFERENCES
- ◆ DOMINANT STYLE OF LEADER COMPARED TO INDIVIDUAL TEAM MEMBERS  
(NAMES INTENTIONALLY OBSCURED IN SAMPLE REPORT)
- ◆ LEADER IDENTIFIED IN RED
- ◆ SUMMARY INTERPETATION ON BOTTOM OF SLIDE



## LEADER OBSERVATIONS

- **The group is very large.** *If the purpose of the group is coordination, this may be optimal. If the purpose is issue resolution, it will probably be a challenge for all involved. The leader may want to consider breaking the group up into subteams if issue resolution is an objective.*
- **Diversity of views is substantial.** *The leader may want to focus the group. This can be done through subteams or by framing issues in terms of the objectives being sought. Absent such focusing action, group inefficiency is likely.*
- **Longer term horizons may be an issue.** *The group has a natural long term outlook. The leader is more focused on the short to mid-term. It is likely that the team will face issues of both kinds. The leader may want to relax control a bit when the issue is of a long-term nature and give team members more latitude.*
- **Over investment.** *While probably not a serious issue, the leader may have a tendency to over invest in accuracy. Not everything will require the high degree that is natural to the leader.*
- **Opportunity.** *The leader's focus on getting things done may restrict the range of options the group will consider. Adopting a restrained posture when the group appears to be "circling" a topic with a lot of options might be worth considering.*

## CONTENT SLIDE

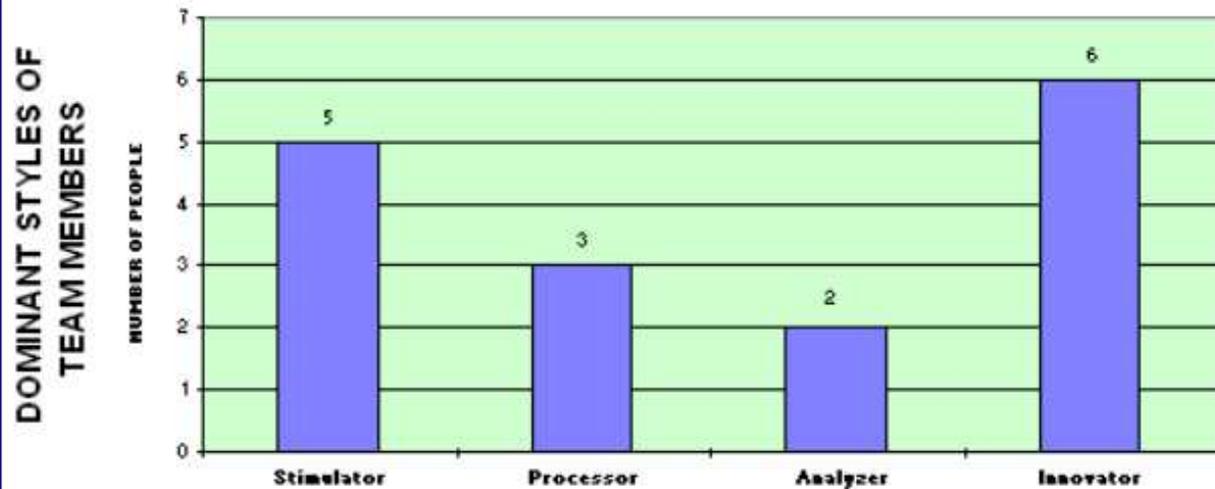
- ◆ **OVERALL ASSESSMENT OF LEADER EXPOSURES AND OPPORTUNITIES WITH THIS SPECIFIC GROUP**
- ◆ **ENTIRELY ANALYTICAL. NO CONTACT WITH LEADER OR CONSULTANT/FACILITATOR REQUIRED**
- ◆ **FOCUSED ON MAJOR ITEMS. NOT A COMPLETE LISTING**

# THE TEAM

## SECTION SLIDE

- ◆ GROUP EFFECTS INDEPENDENT OF LEADER INTERVENTIONS

## TEAM STYLE DISTRIBUTION

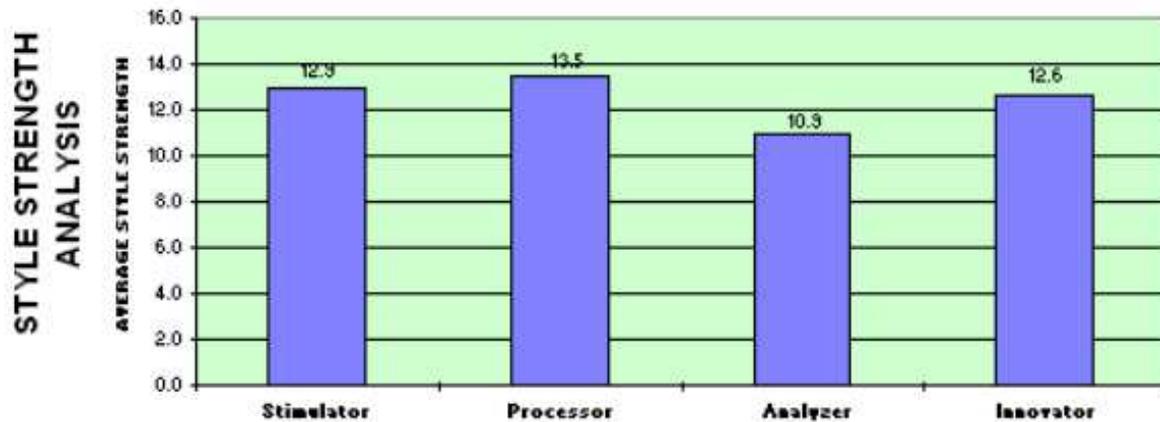


New ideas and rapid implementation is a probable first response of the group.

## CONTENT SLIDE

- ◆ STRATEGIC STYLE DISTRIBUTION OF TEAM MEMBERS
- ◆ MEASURED CATEGORICALLY (*JUST DOMINANT STYLE*)
- ◆ STRATEGIC STYLES ARE SHORT-RUN DECISION PREFERENCES
- ◆ SUMMARY OBSERVATION AT BOTTOM OF SLIDE

## TEAM STRENGTH DISTRIBUTION

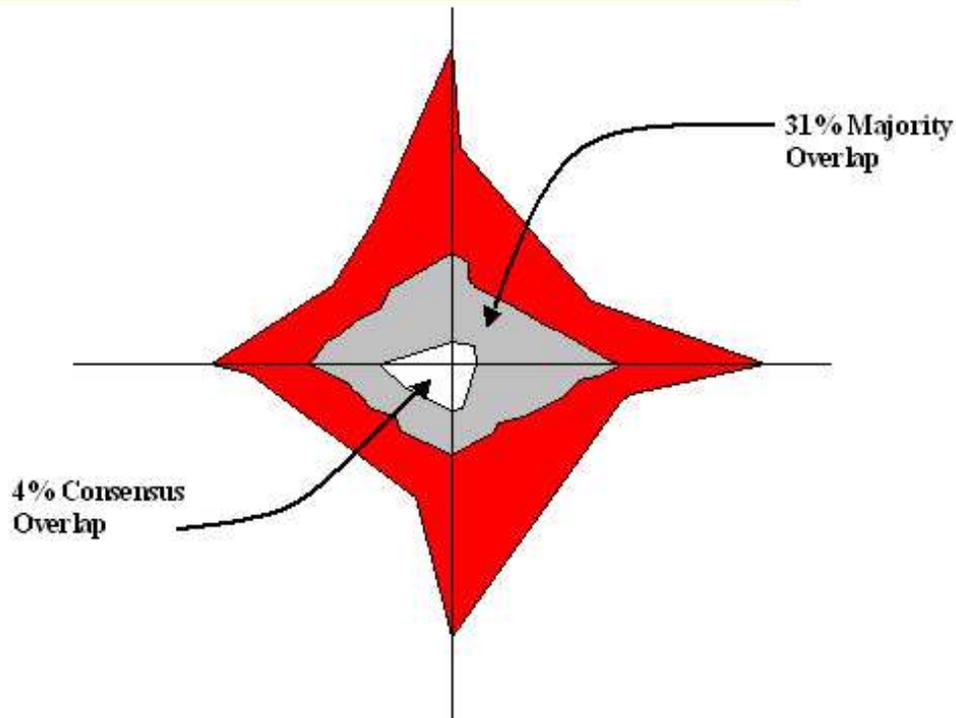


Longer term probabilities tend to level things out.

## CONTENT SLIDE

- ◆ STRATEGIC STYLE DISTRIBUTION OF TEAM MEMBERS
- ◆ MEASURED BY MEASURED STRENGTH (*I.E., RATIO MEASURE*)
- ◆ SUMMARY OBSERVATION AT BOTTOM OF SLIDE

## GROUP PROFILE

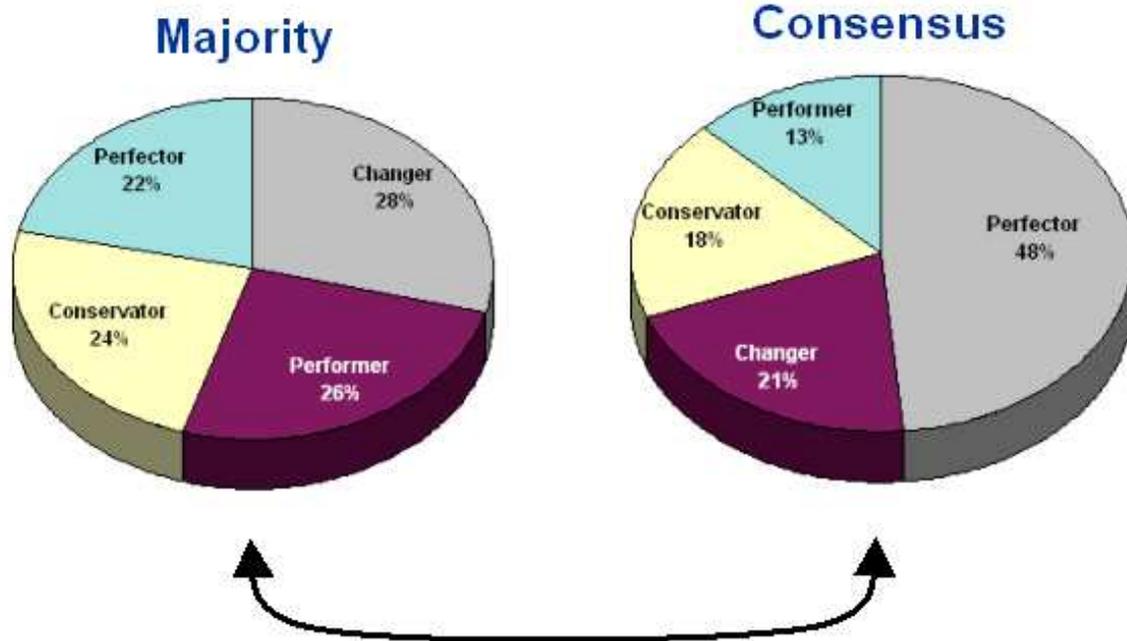


Majority overlap is about average. Commonly acceptable decisions are possible.  
Consensus is low. It is unlikely that full agreement will be reached.

## CONTENT SLIDE

- ◆ GROUP PROFILE INCLUDING LEADER
- ◆ INDICATIVE OF EASE, SPEED AND DIRECTION OF AGREEMENT
- ◆ SUMMARY OBSERVATION AT BOTTOM OF SLIDE

## PATTERN TENDENCIES

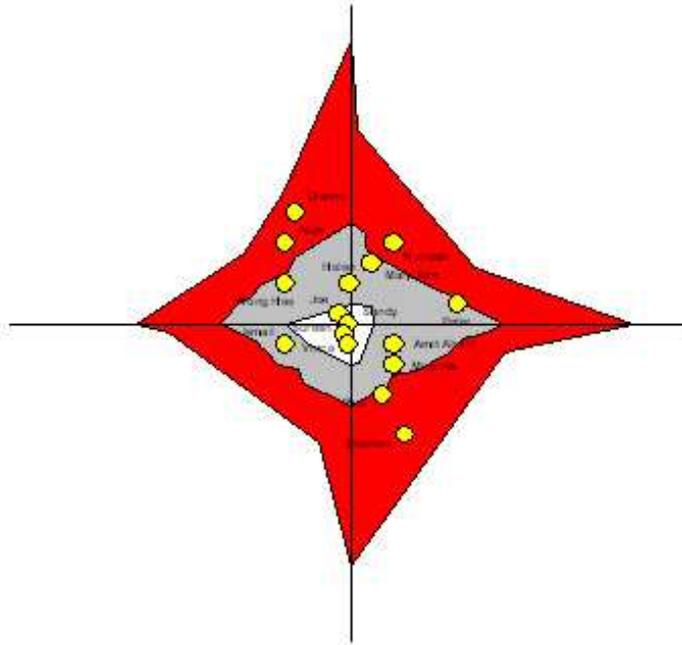


Group strategy shifts if consensus is demanded

## CONTENT SLIDE

- ◆ PATTERNS ARE LONG-RUN DECISION TENDENCIES
- ◆ MAJORITY AND CONSENSUS DIFFERENCES HIGHLIGHTED
- ◆ SUMMARY OBSERVATION AT BOTTOM OF SLIDE

## CENTROID DISTRIBUTION



The group is scattered in all quadrants.

## CONTENT SLIDE

- ◆ CENTROIDS ARE CENTRAL TENDENCIES
- ◆ EACH GROUP MEMBER (INCLUDING LEADER) IDENTIFIED
- ◆ FOCUS IS ON DISPERSION / CONCENTRATION
- ◆ SUMMARY OBSERVATION AT BOTTOM OF SLIDE

# PAIRWISE COMPATABILITY

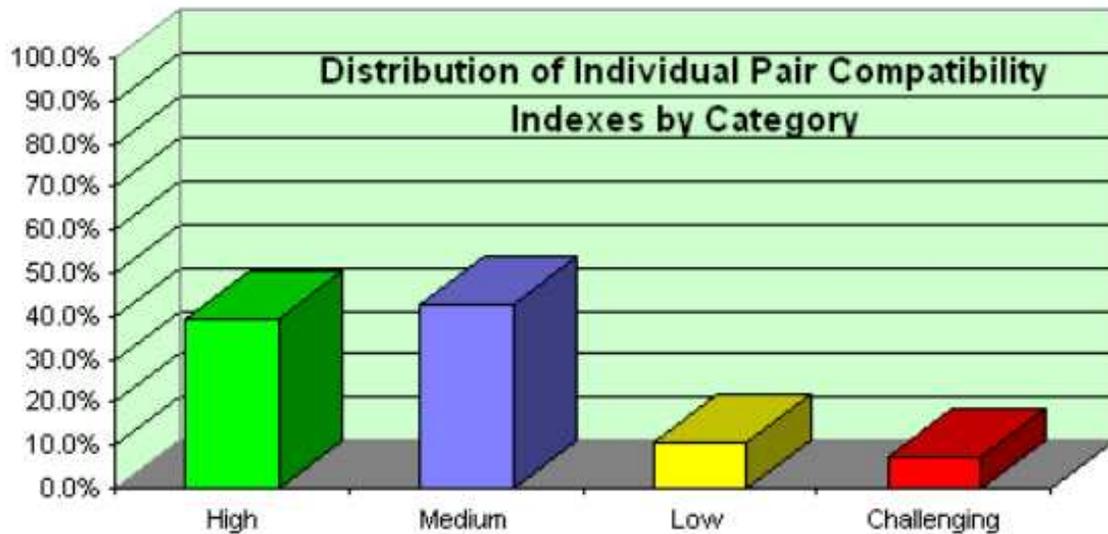
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
	Robert	Smith	Dianna	Helen	Ismael	Joe	John	Michael	Michelle	Wesley	Paul	David	Stanley	Robert	Anna	Wanda
1 Robert																
2 Smith	54.1%															
3 Dianna	37.7%	23.7%														
4 Helen	49.4%	51.9%	44.4%													
5 Ismael	25.1%	44.1%	35.0%	47.0%												
6 Joe	47.5%	62.0%	35.5%	73.2%	59.9%											
7 John	50.9%	46.2%	40.6%	77.2%	35.8%	57.3%										
8 Michael	45.7%	32.4%	20.2%	42.9%	43.6%	53.7%	37.3%									
9 Michelle	37.8%	27.3%	30.1%	47.3%	44.3%	44.2%	39.5%	23.7%								
10 Wesley	51.5%	43.0%	33.4%	62.3%	27.9%	46.8%	30.6%	34.5%	32.1%							
11 Paul	38.7%	60.4%	37.8%	35.9%	39.6%	44.4%	30.1%	65.3%	35.0%	29.7%						
12 David	44.6%	68.5%	35.1%	60.4%	58.0%	77.8%	57.2%	59.5%	42.0%	47.5%	52.5%					
13 Stanley	25.7%	45.1%	9.3%	20.6%	26.1%	27.4%	37.5%	54.2%	31.7%	37.4%	64.5%	32.1%				
14 Robert	43.0%	60.9%	30.0%	61.0%	61.1%	33.1%	47.5%	61.9%	38.1%	39.4%	51.5%	76.1%	33.1%			
15 Anna	42.4%	75.5%	28.2%	57.2%	59.7%	74.3%	45.3%	69.6%	35.4%	38.1%	58.6%	77.7%	38.6%	38.3%		
16 Wanda	38.8%	37.5%	48.8%	66.2%	56.8%	61.3%	53.2%	31.9%	57.4%	41.7%	28.4%	55.9%	39.3%	52.9%	46.8%	
<b>Average Competi</b>	39.0%	52.8%	33.3%	53.6%	44.2%	56.6%	47.7%	48.8%	37.3%	41.7%	42.3%	57.8%	29.2%	55.7%	55.7%	45.7%
<b>Median Competi</b>	42.7%	51.9%	33.4%	51.9%	44.1%	57.2%	46.2%	45.7%	38.1%	39.4%	38.7%	57.2%	26.1%	52.9%	57.2%	48.8%

Interpersonal structural compatibility is a bit uneven but averages out to a reasonably high level.

## CONTENT SLIDE

- ◆ MEASURES EACH TEAM MEMBERS STRUCTURAL COMPATIBILITY WITH EVERY OTHER TEAM MEMBER
- ◆ TEAM MEMBER NAMES OBSCURED INTENTIONALLY IN SAMPLE REPORT
- ◆ SUMMARY INTERPETATION ON BOTTOM OF SLIDE

## PAIRWISE CATEGORIES



**A reasonable level of structural compatibility is evident**

## CONTENT SLIDE

- ◆ **INTERPERSONAL COMPATIBILITY STRENGTH OF EACH PAIR OF TEAM MEMBERS CATEGORIZED**
- ◆ **DISTRIBUTION SIGNALS TEAM CHARACTERISTICS**
- ◆ **SUMMARY OBSERVATION AT BOTTOM OF SLIDE**

## **STRUCTURAL STRENGTHS**

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- Idea generation capability is material.
- A sense of “urgency” will be in evidence.
- Analytical capacity is present.
- Ability in disciplined action is strong.

## **CONTENT SLIDE**

- ◆ **OVERALL ASSESSMENT OF THE LIKELY STRENGTHS OF THIS SPECIFIC GROUP**
- ◆ **ENTIRELY ANALYTICAL. NO CONTACT TEAM MEMBERS OR CONSULTANT/FACILITATOR REQUIRED**
- ◆ **FOCUSED ON MAJOR ITEMS. NOT A COMPLETE LISTING**

## **STRUCTURAL VULNERABILITIES**

- **The large size of the group may compromise the team's ability to promptly resolve issues.**
- **The diversity of perspectives among team member can give rise to tensions as well as delays.**
- **Strategic direction may not be clear. Team actions are unlikely to take a consistent course.**
- **The existence of defined processes that match the issue to the capabilities of team members is unclear.**

## **CONTENT SLIDE**

- ◆ **OVERALL ASSESSMENT OF THE LIKELY EXPOSURES OF THIS SPECIFIC GROUP**
- ◆ **ENTIRELY ANALYTICAL. NO CONTACT TEAM MEMBERS OR CONSULTANT/FACILITATOR REQUIRED**
- ◆ **FOCUSED ON MAJOR ITEMS. NOT A COMPLETE LISTING**

## **Adjustments to Consider**

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- **Investing in learning the information-processing preferences of other team members could help smooth operations.**
- **Dividing the group into subteams focused on specific issues might help improve speed and quality.**
- **Insuring a common understanding of the goals of the group could help provide a natural focus for all involved.**
- **Developing protocols (e.g. rules, roles, processes) to handle reoccurring process issues could pay high dividends.**

## **CONTENT SLIDE**

- ◆ **OVERALL ASSESSMENT OF ACTIONS THAT THIS SPECIFIC GROUP MAY WANT TO UNDERTAKE**
- ◆ **ENTIRELY ANALYTICAL. NO CONTACT TEAM MEMBERS OR CONSULTANT/FACILITATOR REQUIRED**
- ◆ **FOCUSED ON MAJOR ITEMS. NOT A COMPLETE LISTING**



**END**

## **CONSIDERATIONS**

- ◆ **THE EXECUTIVE PRESENTATION IS A SPECIAL STUDY. IT REQUIRES TIME TO ANALYZE AND PREPARE. IT IS NOT A FAST TURNAROUND ANALYSIS.**
- ◆ **THIS REPORT REQUIRES THAT ALL OF THE OTHER APPROPRIATE “I OPT” REPORTS BE RUN TO SUPPORT IT**
- ◆ **MANY OF THE SLIDES ARE TAKEN FROM THE STANDARD REPORTS**
- ◆ **THE POWERPOINT IS EDITABLE.**