



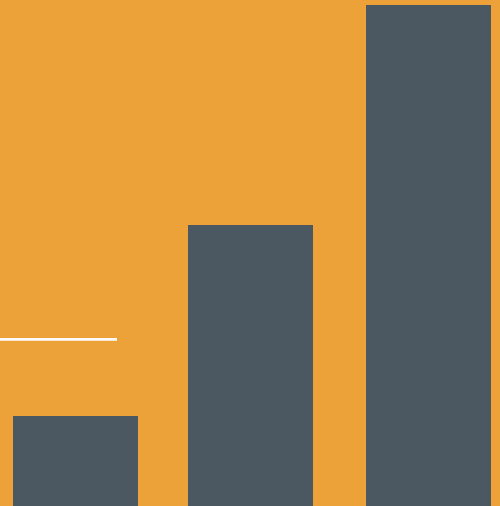
ZENGER | FOLKMAN

*Bringing science to the art of leadership*

# Leadership Levers™

## Building Critical Strengths

Focused development on the six capabilities with the maximum impact on leadership effectiveness



### Benefits of a strengths-based approach:



**70%**  
Increased  
Employee  
Engagement



**40%**  
Increased  
Customer  
Satisfaction



**50%**  
Decreased  
Employee  
Turnover

### Focusing on the Right Strengths

*Zenger Folkman's approach changes the traditional development-planning process to a new, strengths-focused lifestyle that brings science to the art of leadership.*

#### Grounded in Research

*Leadership Levers* focuses on data from over 75,000 global leaders indicating the six leadership capabilities that are the most predictive of positive business outcomes. From these six levers, we built a small, highly predictive competency framework and assessment.

#### Built on Strengths

Research shows the fastest way to increase leadership effectiveness is by building strengths. The *Leadership Levers* Self-Assessment first identifies strengths and helps participants discover the connection between passion—what energizes them—and competence. Then using Zenger Folkman's researched Strength Builders, participants can dramatically increase their leadership capabilities.



#### A New Leadership Lifestyle

This development experience focuses on connecting the needs of the organization with employees' strengths and passion. Using this proven framework, leaders create a personal plan to develop a strength in one of the Levers and leave with tools to support their development.

# LEVERAGING YOUR LEADERSHIP STRENGTHS

**We've learned that some things, some actions, and some behaviors matter much more than others.**

Becoming highly competent at just one of these critical levers catapults employees into the 72nd percentile of global leaders in terms of effectiveness.

Building capabilities across just three of the levers moves employees into the 90th percentile of global leaders.



Over a million respondents show that the top 10 percent of all leaders are highly competent in at least three of the six differentiating competencies, or Leadership Levers.

## Deliverables:

- Leadership Levers Preferences Self-Assessment and Feedback Report
- Leadership Levers Participant Manual
- Research-Based Strengths Builder Guide
- Leadership Levers Reference Card



## FLEXIBLE FORMATS

In-person Development Experience  
Live Online Development Experience  
Microlearning Session



## DELIVERY OPTIONS

May be delivered by Zenger Folkman's facilitators and coaches or by certified internal resources.



## CERTIFICATION OPTIONS

Certify an internal facilitator to deliver a development experience or provide coaching.