

# Leadership Development Assessments



## LMAP Pulse

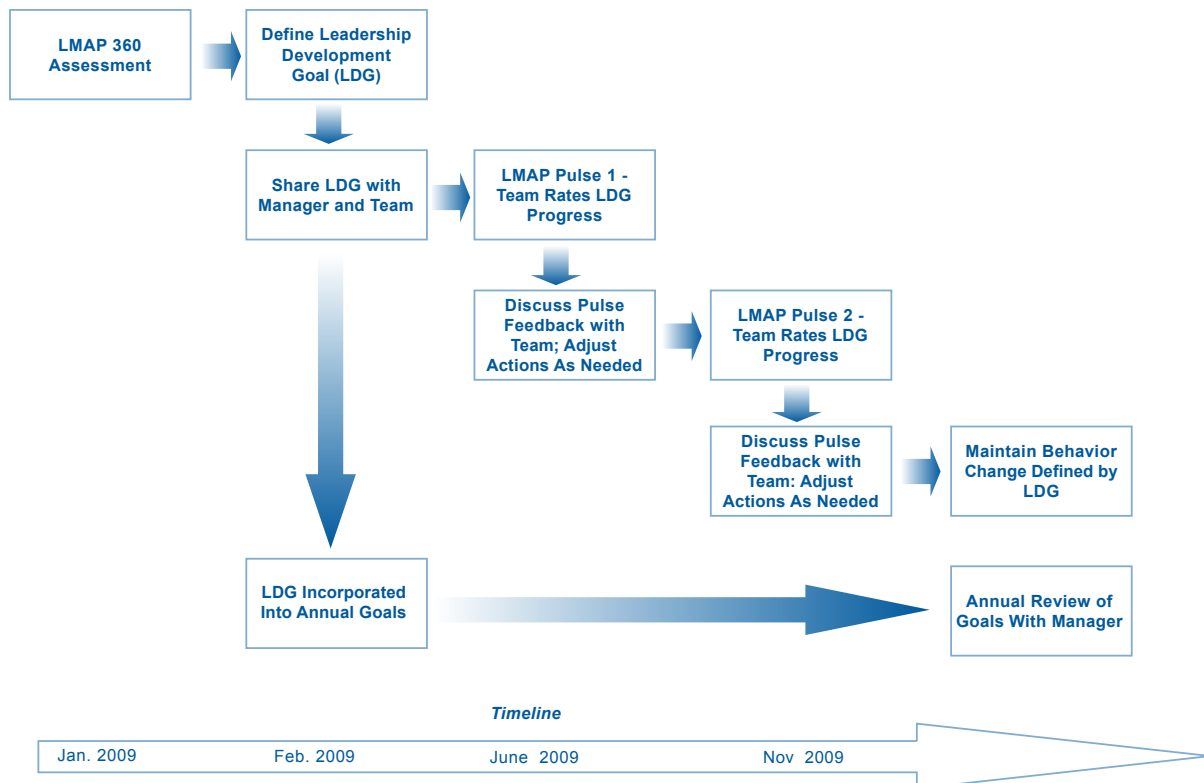
LMAP Pulse creates a powerful feedback mechanism that supports a leader's development efforts. LMAP Pulse provides leaders with the structure and feedback to support ongoing conversations around their leadership behaviors and effectiveness. Just as importantly, LMAP Pulse creates an expectation within the team that leaders will develop, share, and implement a Leadership Development Goal.

LMAP Pulse is a web-based, post-LMAP 360 survey that measures effort and effectiveness in implementing a Leadership Development Goal.

The fact is that the development of new behavioral skills – *more* than any other kind of skill development – requires practice, practice, ongoing feedback, and more practice. Recognizing that even the best 360 Report is the beginning, not the end, of a successful leadership development process, LMAP developed the LMAP Pulse.

Marshall Goldsmith (*The Impact of Direct Report Feedback and Follow-Up on Leadership*, 2006) showed the stunning impact of follow-up work: after 8,000+ leaders received 360-feedback, leaders who did not follow-up were unchanged or less effective 18 months later; leaders who were disciplined in implementing a simple follow-up program dramatically increased their leadership effectiveness.

Client organizations set the intervals and applications for Pulse. Below is an example of a client organization's use of LMAP Pulse with their top-line management:



Our own ongoing research shows that the use of LMAP Pulse surveys at discrete intervals dramatically increases and sustains the efficacy of leadership development programs over time. The entire LMAP Pulse survey – four ratings and four comments – takes just a few minutes, but sends a loud and clear message: *leadership development is a priority.*