



# LEADERSHIP COMPETENCY ASSESSMENT ( LCA<sup>®</sup>)

Leadership is generally defined as the ability to establish direction – develop a vision of the future with strategies and create a change needed to achieve the vision. It also involves in aligning people with the vision, motivate and inspire people to move in the right direction.

Managers are expected to identify and nurture employees who demonstrate the interest and capability to emerge as future leaders. Each manager will formally assess his/her colleague's leadership potential on an annual basis. Managers will identify key talent and create appropriate professional development plans to prepare individuals for future managerial and/or technical leadership roles in the company.

LCA assessment measures traits and abilities indicative of effective leaders. Managers and leaders within organizations can use LCA feedback surveys to get a better understanding of their strengths and weaknesses. The LCA feedback system automatically tabulates the results and presents them in a format that helps the feedback recipient create a development plan. Individual responses are always combined with responses from other people in the same rater category (e.g. peer, direct report) in order to preserve anonymity and to give the employee a clear picture of his/her greatest overall strengths and weaknesses.

LCA Feedback is a system or process in which employees receive confidential, anonymous feedback from the people who work around them. This typically includes the employee's manager, peers, and direct reports. A mixture of about eight to twelve people fill out an anonymous online feedback form that ask questions covering a broad range of workplace competencies. The feedback forms include questions that are measured on a rating scale and also ask raters to provide written comments. The person receiving feedback also fills out a self-rating survey that includes the same survey questions that others receive in their forms.



## What a LCA Feedback Survey Measures

- LCA feedback measures behaviors and competencies
- LCA assessments provide feedback on how others perceive an employee
- LCA feedback addresses skills such as listening, planning, and goal-setting
- LCA evaluation focuses on subjective areas such as teamwork, character, and leadership effectiveness

