

Most organizations understand that effective management and deployment of assets can mean the difference between success and failure. But many organizations fail to consider their most critical asset ~ human capital.

A recent study by McKinsey & Company revealed that "A" performers tend to be 50-100% more productive than "C" performers. Clearly, identifying those with the potential for "A" performance can enhance an organizations performance. So, how does an employer identify outstanding potential, and once identified, how does an employer retain and continue to development that potential?

Testing and Survey tools have long been an effective, yet underutilized, tool to help employers make the most of their human capital. As part of our Strategic Development Process, LMI offers awareness tools via assessment and survey instruments that enhance performance.

Ask us how you can utilize the 360° Development Needs Inventory survey to identify and help plan training and developmental opportunities to further unlock employee and team potential.

Developing Leaders and Organizations to their Full Potential!

We have been producing measurable results for business and industry since 1966.

Paul J. Meyer founded LMI to help companies develop the talents and abilities of their people. The LMI process targets the development of leadership, managerial, supervisory and sales skills, as well as time management and personal and organizational goal setting. Hundreds of thousands of clients have discovered the LMI way to improve performance, increase productivity, and achieve results.



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DNi

Development Needs Inventory™

A 360° Analysis of Management Strengths and Development Needs

Employee and Team Surveys

The **Development Needs Inventory™** is a 360-degree instrument that is administered over the internet and designed to allow managers, supervisors and others in leadership positions to better understand their strengths and development needs. The information provided by the **DNI™** will help facilitate the individual(s) growth and progress and as a result increase their effectiveness in the organization. Designed for customization to the client's needs, it consists of 15 Standard scales and up to 8 Optional scales.

Standard scales:

Communication
Empowerment
Goal Directedness
Decision Making
Interpersonal Relations
Motivational Skills
Adaptability
Concern for Productivity
Leadership
Initiative
Team Building
Planning
Time Organization
Participative Leadership Style
Development of Direct Reports

Optional scales:

Delegation
Assertiveness
Disciplinary Action
Commitment to Growth
Innovation
Persuasiveness
Control
Motivation Level

** Optional scales can be added to any report at an additional cost.*

The results of the **DNI**, along with the Interpretation and Feedback Session, provide participants with a sound basis for setting development goals and tracking their development over a period of time.

The **DNI** was designed with one primary objective in mind: To help leaders lead more effectively. Other objectives which support this primary objective are:

1. To help leaders identify their strengths and most pressing development needs.
2. To guide leaders in planning for their own leadership development and in moving from understanding to action.
3. To provide information that will allow leaders to make intelligent choices among alternative leadership practices.
4. To call attention to critical relationship between a company's structure, culture, and typical leadership practices and the success and failure of a given leadership style.
5. To provide a framework within which companies can (1) make orderly transitions from traditional bureaucracies to flexible, rapid response organizations with team leadership or (2) make an informed decision not to make that transition.
6. To help leaders lead in ways that get results, that are personally satisfying and morally sound, and that empower rather than overpower subordinates.

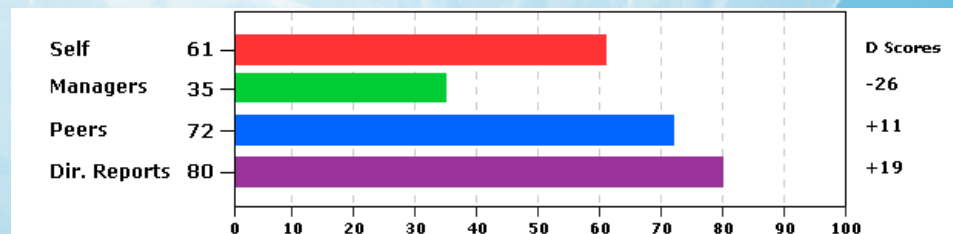
The **DNI** serves three purposes:

1. To help you better understand your own managerial practices. This understanding will provide a basis for increasing your effectiveness as a leader and for planning your own career more realistically.
2. To help you understand how other persons in the organization view your leadership practices - that is, to help you understand whether you see yourself as others see you. Armed with these insights, you can test the validity of your own self-perceptions, improve your human relations, lead and manage more effectively, and plan your career more realistically.
3. To serve as a basis for setting personal development goals and for tracking your development over a period of time.

Sample of Scale Definitions and Scores:

Communication

Managers with high scores on this scale are good listeners and are skilled in transmitting to others the intent of their own words, actions, and manner of expression.



Disclaimer:

Teleometrics International, Leadership Management Inc., Leadership Systems Corp. and associated distributors assume no responsibility for the usefulness of a DNI report to the extent that it depends upon the selection of informed Observers, upon the accuracy of their perceptions, and upon how clients interpret and apply the results. The information contained within the report, when properly interpreted and applied, is useful as a management development tool, and it is designed for no other purpose. Note in particular that the DNI is not a performance evaluation instrument.