



Leader / Manager Impact

Interpretation:

Determine your 'dominant' (highest) score and your 'back-up' (second highest) score.

- A = favored by those who are highly results oriented, focused on outcomes, deliverables and who are 'task-centered'. Productivity, performance and market response are all critical concerns. In a competitive market, it's results that count, so emphasis needs to be on the needs of the moment, meeting and surpassing the expectations and demands of customers.
- B = chosen by those who really value the unique contributions of people, who believe that positive, harmonious relationships lead to improved results, and that "people who feel good about themselves, do good work". Personal dignity, mutual respect and valued relationships are the main factors for attention. Priority considerations are in establishing, building and sustaining trust-based affiliations with customers over time.
- C = preferred by those who are convinced that there are 'best practices' in most aspects of business which need to be applied and embraced by all. Effectiveness, efficiency and consistent quality in performance are the characteristics to be pursued. Understanding the market, the appropriate business strategies, and becoming increasingly adept in practice, will improve value to the customer and secure their loyalties and business.
- D = selected by those who have accepted that business is dynamic, ever-changing, and that growth and development in all aspects is vital to survival and success. The watchwords are challenge, opportunity, contribution and impact, for people (individuals and groups), products and services, processes and profile. Continuous, focused improvement is essential, and every event is a 'teacher' in the ongoing quest for stronger customer alliances in a changing scenario.

What is the Impact of your Leadership / Management Style?

The future will continue to demand intelligent responses to change - exponential change! Leaders must focus this change momentum, which originates in other people, acting to create new realities. Managers must leverage results, through other people, by making them successful. All this needs to happen in a dynamic context.

Clearly, the most effective, impactful Leader / Manager is (s)he who has access to all Styles / tools, and who can adapt with facility. By this premise, the ideal score would be -

(A) Results = 24; (B) People = 24; (C) Systems = 24; (D) Development = 28.

If you feel your current Style being unduly influenced by organizational culture, quantify this by responding to the [organizational appraisal](#), and consider the recommended strategies.

If you need adjustment in your current Style emphases, [coaching](#) will take you there or contact us directly (info@andros.org) for more details.

Growth is not an option, it's vital for personal and organizational survival. Build your personal and organizational strategies for growth without delay!

Box 205 Morriston Ontario N0B 2C0
(519) 766 1178 fax (519) 766 0379
www.andros.org email info@andros.org