

Applying LEADS to your organization

To optimize LEADS deployment, its **APPLICATION** is configured to meet four essential criteria:

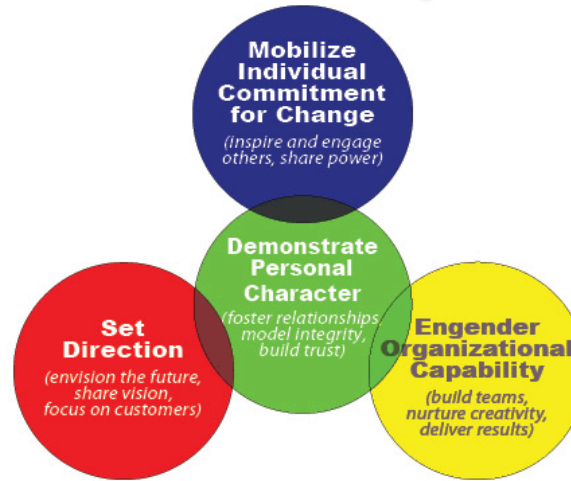
AUTONOMOUS – the entire LEADS infrastructure is designed for automated online operation, and requires no maintenance except for periodic updates to incorporate new or additional best practices or to add new assignments

ANONYMOUS – individual participant information and results are kept confidential and not released to any other parties to ensure that LEADS remains a learning rather than a grading tool.

ACCOUNTABLE – summary participation and scoring data are collected to track LEADS usage statistics and to identify areas where more learning would be beneficial. User feedback and continuous improvement progress for repeated LEADS usage are also extracted, and are summarized as part of the LEADS performance deck which is automatically generated each month.

ADAPTABLE – the LEADS infrastructure is designed so that the LEADS database can be readily modified to incorporate specific organizational offerings and resources, such as book discounts and new leadership courses. Where desired, the baseline LEADS attribute and competency set can be replaced by a specifically tailored set for a particular organization.

The NMA Leadership Model



NMA LEADS...
Leadership Evaluation
and
Development System



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NMA LEADS...
Leadership Evaluation and
Development System



Join Our Leadership
“A-List”



A ssess

A ssign

A chieve

Most successful organizations adopt a leadership model to guide their managers and employees. Such a model typically consists of a set of leadership **ATTRIBUTES** (what a leader should do) which are supported by leadership competencies (how a leader should implement the attribute). These attributes and competencies are flowed down through leadership training, are used in employee performance evaluations, and drive the organization's management plan. Sharing and use of these attributes across the organization can enable better business and personal performance at all levels.



A SSESS – by completing a multiple-choice questionnaire on the leadership attributes and competencies, LEADS participants can see how they score in understanding related industry best practices.

A SSIGN – by completing reading, training and work assignments, based on their answers to this questionnaire, LEADS participants can take advantage of learning resources that will teach them more about these best practices.

A CHIEVE – by applying the results of these assignments to their work environment, LEADS participants can gain the necessary experience to improve their performance and productivity.

Comprehensive Leadership Competencies Education

NMA has addressed this need through development of a unique Leadership Evaluation and Development System (LEADS), an online learning tool which can be used by any employee interested in better understanding leadership attributes and competencies. The basic **APPROACH** for LEADS involves three key steps, namely:

- ◆ Assess
- ◆ Assign
- ◆ Achieve



LEADS is already **developed and ready for implementation**. It is an extremely cost-effective approach to driving leadership skills throughout the organization. You don't have to spend limited and valuable resources developing one yourself.

LEADS provides **an objective third party analysis** that is based on an established leadership model, so that subjective and personal biases are thus removed, providing additional legitimacy and credibility to the program.

It provides **a personalized development plan** for each taker, so that it gives the individual, or you, someplace to start the formal leadership development process.



LEADS
Learning Tool