



# LVI

LEADERSHIP  
VERSATILITY  
INDEX

## 360 FEEDBACK

Totally re-imagined for a rapidly changing world

### Leadership Versatility Index

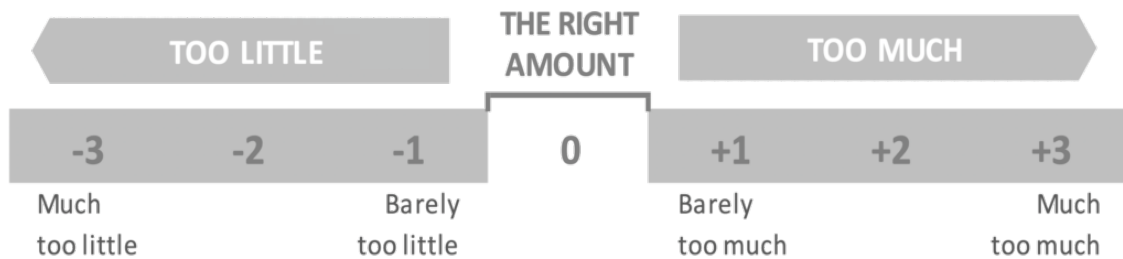
The Leadership Versatility Index (LVI) is the thinking manager’s 360 survey. It is based on a leadership model that offers a simple, compact framework to account for the complexities of the manager’s job – the tensions and trade-offs, the balances to be struck.

We live in a fast-paced, extremely complex and dynamic world. As never before, leaders are required to adapt to this highly evolving environment and adjust their response accordingly. LVI is an innovative and scientifically validated tool that can help a leader become versatile and more effective in such a demanding context.



### Distinctive advantages

- A breakthrough **rating scale** that identifies when strengths become weaknesses through overuse.
- A compact **behavioral model** that represents the tensions and tradeoffs that make leadership a balancing act.
- A central, integrative concept of **versatility** defined as the mastery of opposing forces needed to deal with paradox and fast-paced change.
- An underlying model of **learning and development** that combines the outer work of behavior change with the inner work of mindset change.
- A program of published research demonstrating reliability and validity at predicting employee engagement, team performance, and **effectiveness**.



### About us



#### AWAIR

Established in Milan in 2012, awair is a consultancy which specialises in leadership development and change management. We support organisations in designing and implementing talent management processes using the inventories published by Hogan, global leader in personality measurement, and in reducing the complexity that is usually associated with internal leadership transformation and development processes. We integrate our offering with assessment simulation exercises as well as training and development programmes for coaches, consultants and Human Resources specialists. Awair has further established a presence in Spain and France and the UK.



#### KAISER LEADERSHIP SOLUTIONS

It was formed to set a new standard for innovation and impact in the assessment and development with a keen focus on the unique challenge of developing leaders for the 21st century. With a portfolio of next-generation tools designed for the modern and global business environment with a laser focus on improving performance the goal at Kaiser Leadership Solutions is to provide truly original, powerful, and yet pragmatic tools to help managers become more versatile leaders. Kaiser Leadership Solutions offers tools field-tested with executives around the world that are changing the game in assessment and development.



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## GET CERTIFIED

No travel. Entirely virtual. 5 bite-sized steps.



# 1

🕒 About 1 hour

### Introduction to the unique view of assessment and development behind the LVI

Prepare for certification by reading our two foundational articles: Developing Versatile Leadership (Sloan Management Review) and Stop Overdoing Your Strengths (Harvard Business Review).



# 2

🕒 15 minutes

### Self-only LVI assessment

Experience the LVI as your clients and raters will by completing the survey and receiving a brief summary report.



# 3

🕒 4 hours

### Orientation webinar with an Awair Facilitator

In this online-learning session, we will explain the big ideas and unique features that make the LVI a truly distinct and patented 360 tool. In a page-by-page tour of the feedback report we will teach you how to interpret LVI results. You will practice interpreting the report in an interactive case study.



# 4

🕒 About 3 hours prep + 2 hour 1:1 web session

### Practicum

Work 1:1 with a Master Facilitator to prepare for your first LVI feedback delivery to a client. You will be provided with prework to guide you through identifying key themes and patterns in the feedback report. Your Master Facilitator will also analyze your client's LVI report and review your prework in anticipation of the practicum session. In that session you will:

- receive feedback on your prep work and ensure you understand the technical aspects of report interpretation
- role play how to explain the feedback and adapt it to your coaching style
- collaborate with your Facilitator to create your plan for the feedback session

After completing this step, you will be ready, confident, and excited to debrief the LVI feedback with a leader on your own.



# 5

🕒 About 15 minutes

### Review your first LVI feedback delivery

After completing your first LVI feedback session, you will check in with your Master Facilitator to debrief how it went, get answers to any outstanding questions, and receive further guidance and resources to support your use of the LVI.

## Requirements

The LVI may not be suitable for entry-level professionals with no experience in providing feedback. Candidates for certification must have:

- Education, training, and/or experience in the behavioral sciences and adult learning
- Exposure to 360-degree feedback interpretation and leadership development

## Pricing

One-time fee of **€ 1.000,00 (+VAT)** per person

Get in touch  
with us

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