



The Leadership Snapshot

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PHASE 1: ASSESSMENT AND DEBRIEF

When an executive wants to discover the strengths, attitudes and growth potential of the management team, or uncover the source of interdepartmental conflict, a three-phase Leadership Snapshot is a highly effective tool. We are diagnostic experts. Our process produces an insightful needs analysis with practical recommendations for making significant, effective changes.

In Phase 1 each participant will:

1. Take the Winslow Profile and read the 45-page Winslow Report
2. Complete a Winslow Debriefing worksheet. Each participant will identify the three traits that are most contributing to their personal and professional success and three traits that may be restraining them.
3. Each person will receive a one-hour profile debriefing with a highly trained Performance Coach.

Winslow Dynamics Profile
Personality Trait Groups

PCS Position:

(Clicking on a Trait name displays its definition.)

Interpersonal Traits										
Trait Name	1	2	3	4	5	6	7	8	9	10
Sociability										
Recognition										
Conscientious										
Exhibition										
Trust										
Nurturance										
Group Average										

Organizational Traits										
Trait Name	1	2	3	4	5	6	7	8	9	10
Alertness										
Structure										
Order										
Flexibility										
Creativity										
Responsibility										
Group Average										

Dedication Traits										
Trait Name	1	2	3	4	5	6	7	8	9	10
Ambition										
Endurance										
Assertiveness										
Boldness										
Coachability										
Leadership										
Group Average										

Self-control Traits										
Trait Name	1	2	3	4	5	6	7	8	9	10
Self-confidence										
Composure										
Tough-minded										
Autonomy										
Contentment										
Control										
Group Average										

Scoring Range Color Codes

Concern: Concern Caution: Caution Neutral: Neutral Favorable: Favorable Desirable: Desirable

Winslow Dynamics Profile
Position Compatibility Summary

PCS Position:

(Clicking on a Trait name displays its definition.)

Interpersonal Traits		Organizational Traits	
Sociability: 10 = -2	Alertness: 6 = +2	Structure: 6 = +2	Order: 6 = +2
Recognition: 8 = +2	Flexibility: 10 = -2	Creativity: 9 = 0	Responsibility: 9 = +2
Conscientious: 10 = +4	Trust: 6 = +2		
Exhibition: 10 = -5	Nurturance: 9 = 0		
Group Total: +1	Group Total: +6		

Dedication Traits		Self-control Traits	
Ambition: 9 = 0	Self-confidence: 10 = +4	Composure: 8 = +2	Tough-minded: 10 = 0
Endurance: 10 = +4	Assertiveness: 10 = -5	Autonomy: 4 = +2	Contentment: 8 = +2
Boldness: 7 = -2	Coachability: 9 = +2	Control: 9 = +2	
Leadership: 9 = 0	Group Total: -1	Group Total: +12	

Scoring Range Color Codes

Concern Score: -4 Caution Score: -2 Neutral Score: 0 Favorable Score: +2 Desirable Score: +4

Position Summary Data
(Click on a Trait name to display its definition.)

Desirable: 3	Interpersonal: +1	Participant's Net Score: +18
Favorable: 11	Organizational: +6	Key Characteristics: +15
Neutral: 5	Dedication: -1	
Caution: 3	Self-control: +12	Objectivity: 23 of 30
Concern: 2		Accuracy: 29 of 30

IMPORTANT: Applicant Selection Procedures (click here)

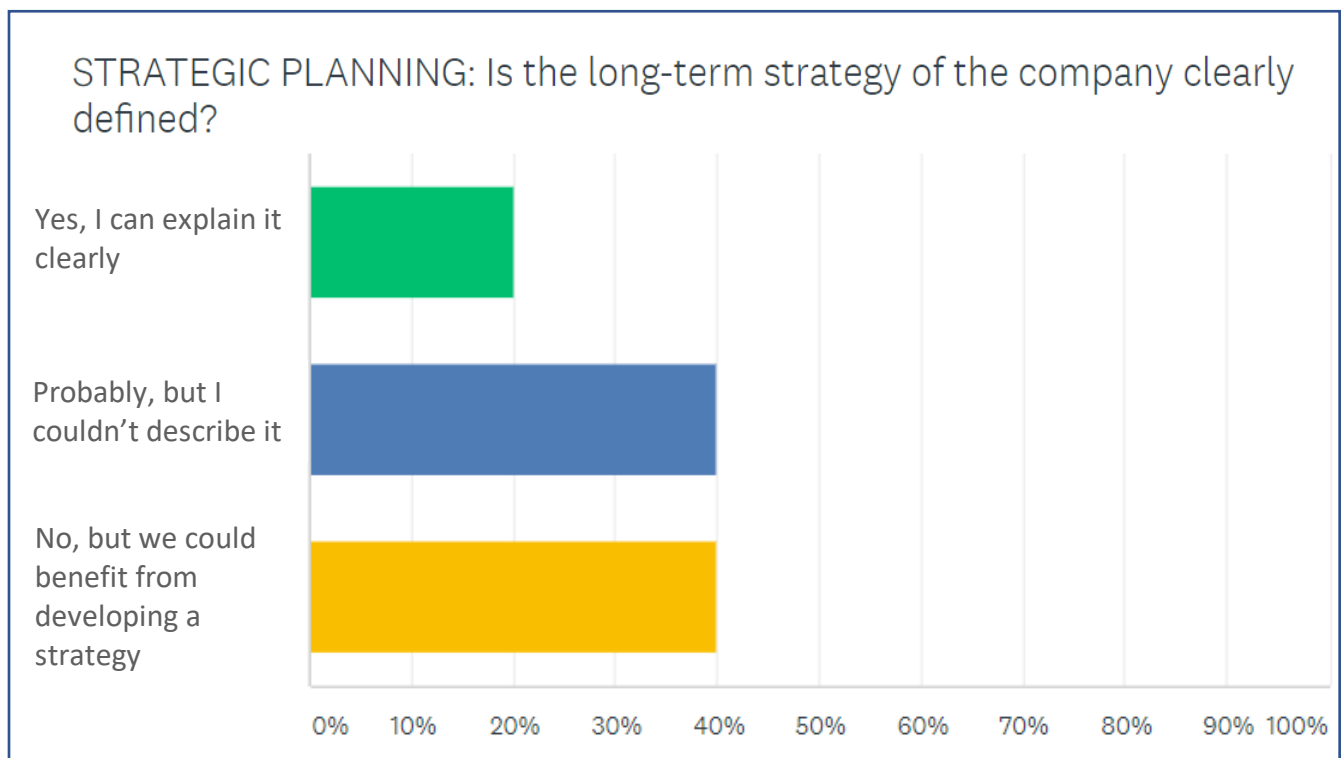
* If Objectivity is 23 to 27, some trait scores could be 1 or 2 sten scores higher than the actual scores
* Employees should not be given access to the PCS form until after their report is reviewed with them!

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PHASE 2: THE CULTURE SURVEY

In Phase 2 we request that your leaders reply to a short, anonymous survey that seeks to discover their private insights about your company culture. The survey addresses 10 categories: Unity, Meetings, Strategic Planning, Ethics, Communication, Upward Mobility, Decision Making, Engagement, Authority and Morale.

Example: Strategic Planning



Senior leaders in our client organizations have developed improved communications, morale-boosting projects, and newly clarified career tracks as a result of Phase 2 alone.

PHASE 3: THE EXECUTIVE BRIEFING

In Phase 3 of The Leadership Snapshot we conduct a 2-3 hour Executive Briefing to discuss results and make recommendations from the information collected during our diagnostic process. The Briefing consists of four components as reflected below.

The Culture Survey Results

Example: Strategic Planning

STRATEGIC PLANNING: Is the long-term strategy of the company clearly defined?

Yes, I can explain it clearly

Probably, but I couldn't describe it

No, but we could benefit from developing a strategy

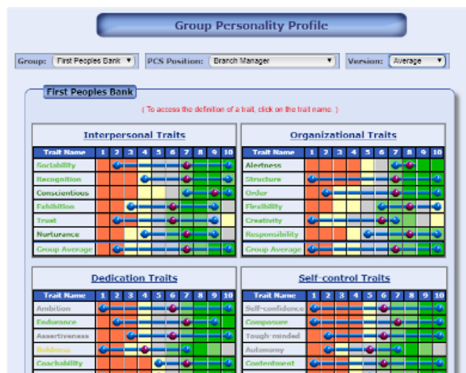
0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

Individual Debriefing Results

Review each participant's profile and offer coaching recommendations

Provide the executives with access to a 15-page Manager's Reports on each participant

The Winslow Group Profile



Conclusions & Recommendations

Open-floor Q&A to discuss recommendations for individual, team and systemic improvements

INVESTMENT: \$995 / person