

# Leadership Architect<sup>®</sup> Suite

## Leadership and Executive Development

The Leadership Architect<sup>®</sup> Suite is a comprehensive, integrated set of tools that gives executives, managers and human resource professionals the ability to put research-based leadership and organizational development best practices into action.

**THE ART  
SCIENCE  
OF TALENT**

## Want to develop talent at all levels of your organization?

### Five driving forces behind competency-based development

There are many reasons why competencies have become so popular. We've identified five driving forces that support the interest in using competencies for talent development:

- ▶ Competencies allow HR to be more strategic about matching individuals and jobs
- ▶ HR can use competencies to link core organizational capabilities to individual employee skills
- ▶ As the requirements for success change, HR is in a better position to clearly communicate expectations
- ▶ Competencies support an integrated talent management system
- ▶ Developmental feedback on competencies using 360° multi-rater tools is becoming increasingly popular

### Research-based, experience tested

Tools in the Leadership Architect<sup>®</sup> Suite are research-based, experience-tested and completely integrated. Tools in the Suite are further broken down into Leadership Architect<sup>®</sup> Sort Cards, *FYI For Your Improvement*<sup>™</sup> Book, and related competency-based tools:



### Leadership Architect<sup>®</sup> Sort Cards

- ▶ Leadership Architect<sup>®</sup> Sort Card Deck is made up of single cards devoted to each of 67 Leadership Architect<sup>®</sup> Competencies, 19 Career Stallers and Stoppers, and 7 Global Focus Areas.
- ▶ Leadership Architect<sup>®</sup> Sort Cards Quick Reference Guide is a user-friendly, easy-to-follow reference guide that outlines the most common card sorts, how to use tally sheets, and effective ways to formulate group card sort results.
- ▶ A Leadership Architect<sup>®</sup> Sort Card intellectual property license lets organizations embed competency language into existing systems and leverage familiar technology to streamline new program initiatives.

- ▶ Leadership Architect® Factor/Cluster Sort Card Deck comprises the 26 Clusters and 8 research-based Factors in the Leadership Architect® Suite.
- ▶ Leadership Architect® Factor/Cluster Sort Cards Quick Reference Guide is an easy-to-follow reference guide that outlines the most common Factor/Cluster card sorts.
- ▶ A Leadership Architect® Factor and Cluster intellectual property license helps organizations gain early buy-in for new programs.

#### ***FYI For Your Improvement™***

- ▶ *FYI For Your Improvement™* 5th Edition is an easy-to-use development tool that features a chapter of actionable tips for each of 67 Leadership Architect® Competencies, 19 Career Stoppers and 7 Global Focus Areas.
- ▶ FYI Plans Online let users generate a personalized development plan.
- ▶ An FYI For Your Improvement™ intellectual property license lets organizations embed competency language into existing systems.

#### **Related competency-based tools in the Leadership Architect® Suite**

- ▶ Leadership Architect® Research and Interpretation Guides (called “placemats”) feature double-sided illustrations that depict supporting research for the Leadership Architect® Suite.
- ▶ A Leadership Architect® Aspects intellectual property license lets organizations embed illustrative behavior descriptors and tuning statements into existing systems.
- ▶ Leadership Architect® 2009 Global Norms Reports incorporate norms data and analysis on the Competency level, Cluster level, and Career Stoppers and Stoppers level.

- ▶ Career Architect® Development Planner was created for deeper and more expert development initiatives.
- ▶ The Leadership Architect® Advanced User’s Guide was designed for use with the Career Architect® Development Planner.
- ▶ NEW Leadership Architect® Technical Manual was designed as a technical reference to help deepen understanding of the research background behind tools in the Leadership Architect® Suite.
- ▶ Leadership Architect® Translator Software provides real-time translation of a variety of tools in the Leadership Architect® Suite into the Leadership Architect® Competencies.
- ▶ Voices®\* is a Web-enabled 360° feedback system that provides access to the Leadership Architect® Library.

\*Please note that some of the tools in the Leadership Architect® Suite require certification to purchase.

#### **Become certified**

Because we believe in best practice applications, some tools require certification to purchase. Certification ensures a research foundation, applied practice and knowledge transfer so you may effectively implement best practices in your organization.

Leadership Architect® 101: Understanding Competencies Workshop establishes a common “competency” language helpful in identifying critical skills needed for individual and organizational success. For information about certification, visit our website at [www.lominger.com](http://www.lominger.com), contact events at 952-345-3624, or e-mail us at [lfc-events@kornferry.com](mailto:lfc-events@kornferry.com).

For more information about any of the products in the Leadership Architect® Suite, visit our website at <http://store.lominger.com>, contact Customer Service toll free at 1-877-345-3610 (US & Canada), 1-952-345-3610 (International), or e-mail us at [customerservice@kornferry.com](mailto:customerservice@kornferry.com).



## Leadership and Executive Development Optimizing Leadership Performance

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