

The Leadership Development Profile



A different and insightful profile to support the development of leaders . . .

Harthill's Leadership Development Profile (LDP):

- has been undertaken by over 6,000 leaders and consultants
- provides insight into an individual's strategic, personal and interpersonal capacities
- identifies a leader's development edges, and in particular those capabilities needed for transformational leadership
- is internationally recognised and validated

The **LDP** reveals the crucial and mostly invisible 'sense-making' processes by which leaders interpret and give meaning to their experiences. This sense-making process gives rise to 'Action Logics' - the basis from which each individual makes decisions and plans actions. Understanding your dominant Action Logic provides choice about the contexts in which you may be most effective, your current constraints to effectiveness and crucially, what development might transform your leadership.

The **LDP** plays an important role in leadership development programmes, individual coaching, team development, talent development and culture change.

Recognising the Action Logics of others is a further benefit to be gained from profiling.

What is different about the LDP?



The Profile is derived from the open-ended completion of 32 sentence stems, such as:

- A good boss...
- When they ignored me...
- Joking...

The profile reports on the development of capacities that may grow over the course of a lifetime. All Action Logics are not equal and development may mean transitioning from one Action Logic to the next.

Most leaders completing the 32 sentence stems find the process intriguing and the results insightful.

HR Professionals and Consultants: To find out about becoming authorised to use the Leadership Development Profile - www.harthill.co.uk/the-LDF-profile/

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Leadership Development Profile Key Action Logics



Alchemist

Generates social transformations. Integrates material, spiritual, and societal transformation. Effective at leading society-wide transformation.



Strategist

Generates organisational and personal transformations. Exercises the power of mutual inquiry, vigilance and vulnerability for both the short and long term. Effective as a transformational leader.



Individualist

Interweaves competing personal and company Action Logics. Creates unique structures to resolve gaps between strategy and performance. Effective in venture and consulting roles.



Achiever

Meets strategic goals. Effectively achieves goals through teams; juggles managerial duties and market demands. Well suited to managerial roles; action and goal-oriented.



Expert

Rules by logic and expertise. Excellent in pursuing technical quality. Strong as an individual contributor.



Diplomat

Avoids overt conflict. Wants to belong; obeys group norms; rarely rocks the boat. Effective as supportive glue within an office; helps bring people together.



*The six ways to lead in the context of a transformation (Action Logics).
Data from 6245 Harthill Profiles 2000 - 2015.*

For further information on the **LDP** profile - www.harthill.co.uk/the-LDF-profile/

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