Leadership Architect® Suite

The Leadership Architect® 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.

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

Leadership Architect® Sort Cards

► Leadership Architect® Sort Card Deck is made up of single cards devoted to each of 67 Leadership Architect® Competencies, 19 Career Stallers and Stoppers, and 7 Global Focus Areas.

► Leadership Architect® 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® 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 Stallers and 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 Stallers 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, contact events at 952-345-3624, or e-mail us at ltc-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.

Leadership and Executive Development

Optimizing Leadership Performance

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Leadership & Executive Development

Strategic and Organizational Alignment

Talent and Performance Management