

# **Bosses Beware! New leadership analysis tool lets employees rate management's bottom line performance**

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Inspiring Business Performance (IBP), a UK management consultancy, announces the launch of its Leadership Employee Index (LEI) application, an online tool that lets companies measure the impact of a leader's behaviour against likely business success or failure.

The application focuses firmly on behaviours rather than skills and outputs which sets it apart from a traditional 360 review. It enables employees to rate their company directors or managers against key leadership behaviours, such as ethics, trust, ability to influence and inspire.

The results rank an individual leader's conduct and style to identify their strengths and weaknesses. These are compared against the behavioural traits required to deliver company objectives and performance, providing measurable ROI. The LEI provides a way to assess whether specific traits are having a detrimental effect on the bottom line and help steer an organisation's leadership and management to produce far better business outcomes

IBP specialises in helping organisations to improve performance through improving the people side of business.

John Telfer, managing director of IBP, says, "Leaders and managers can have a huge impact on the performance, careers and lives of those who work for or with them - from making people in the workplace feel empowered and inspired, to feeling under-valued.

"And what about the bosses themselves and the impact their behaviour has on the bottom line? A boss who's perceived as a bully maybe achieving the financial targets for example, but at a cost to the business that is reflected in high staff turnover and recruitment costs, as well as loss of valuable internal knowledge.

"Using the LEI to measure management and leadership behaviour, rather than just skills, provides an insight into a CEO's or director's impact on current and even future business performance and bottom line," Telfer adds.

The LEI is part of IBP's suite of performance tools and for those companies looking for further insight into results or behaviour IBP can provide consultancy, as well as deliver tailored leadership and management programmes. This can help the leader improve employee engagement, morale, absenteeism, productivity and even minimise the potential risk of tribunals.

The data can also be used for forward gap analysis, where specific behaviours can be identified as key to the success of forthcoming company projects or new product developments so that the best leader or manager can be appointed.

The LEI uses a survey style set of questions to get anonymous reactions from employees about their leaders. It provides an in depth interpretive report which outlines areas for improvement and areas to be maintained.

The tool was used to help South Africa's rowing team win gold at the London 2012 Olympics. The sports industry is known for its highly competitive and inspirational team-led behavioural approach to success, but one that is notoriously difficult to maintain motivation in.

As the organisation that delivers Investors in People (IiP) South, IBP has ensured that the LEI, along with its suite of performance management tools, is fully integrated with the UK's leading people management standard.

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NOTES TO EDITORS:

IBP's Leadership Employee Index (LEI) allows organisations to quantifiably measure leadership and management behaviours, rather than just outputs. It provides a business case to address issues, utilise strengths and tailor development solutions.