

Harrison Paradoxical Leadership Competencies

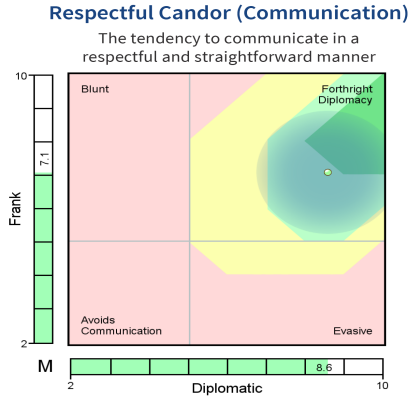
Harrison's leadership behavioural competencies enable your leaders to compare their own behavioural tendencies to proven leadership competencies. Available for both Emerging and Senior Leaders, they provide a framework for adjusting their behaviours to maximize their effectiveness.

Many organizations profess to have behavioural competencies, however leaders often…

- do not fully understand what leadership competencies actually mean in practice
- are not aware of how their behaviours impact others or think they are already displaying the competency
- believe their own strong characteristics are strengths, when in fact some are actually "derailers"
- do not know how to adapt their behaviours in different situations to improve leadership effectiveness

Leadership deficiencies do not show on your balance sheet, but dramatically impact it by…

- creating disharmony and costly employee turnover
- causing employee conflicts which hinder the organization's ability to compete
- damaging your company's reputation, thus making talent acquisition more difficult
- stifling innovation, creativity, and employee engagement
- failing to establish internal talent pipelines by hoarding and suppressing talent



HARRISON® assessments

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The Harrison Competency Model

- Clarifies the competencies required for Emerging Leaders and Senior Leaders
- Identifies strong individual characteristics and determines if they are "derailers"
- Provides the critical insights necessary to turn "derailers" into strengths
- Maps personal behaviours against a comprehensive set of leadership competencies
- Inspires change by recognizing individual strengths and pinpointing critical leverage points
- Builds organizational capacity by building leadership within your leaders

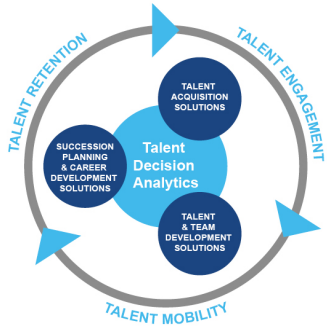
RESULTS DRIVEN	Learning Agility Achievement Orientation
EXECUTION	Problem Solving Resilience and Perseverance
STRATEGIC	Innovation Strategic Thinking
ENGAGEMENT	Energizing People Leading People
RELATIONSHIP BUILDING	Communication Impact and Influence

Harrison's Leadership Solutions Include:

- Individual leadership competency reports
- Leadership bench strength analytics
- Paradox Mastery Guide report
- Paradox Mastery Analytics
- Customized leadership transformation programs
- Leadership competency training
- Leadership coaching
- Access to our world-wide network of leadership trainers and coaches

Harrison Talent Life Cycle Solutions

Harrison Assessments uses predictive analytics to help organizations acquire, develop, lead and engage their talent. This comprehensive Talent Decision Analytics provides the intelligence needed throughout the talent life cycle to build effective teams and develop, engage and retain key talent. Contact us to learn how we help organizations make great decisions.



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