



**Enterprise
Management
Ltd.**

LSP



The *Leadership Spectrum Profile®: Targeting Enterprise Priorities (LSP)* identifies key business priorities -- the actions that drive a leader's decision at a given point in time. Clarify goal alignment, bring decision making criteria into focus, and improve communication by knowing the "leadership spectrum" of priorities.

Understand how decisions are impacted by priorities, identify priority direction and preferred actions, tap into strengths, identify and develop

strategies to address key issues, and align the nexus between priority balance and the organization's business cycle for immediate and sustainable results:

The LSP is available in print and online. The LSP Online *was* awarded *Human Resource Executive* magazine's Top Ten Training Product for 2000. Statistically validated and reliable, the LSP provides interpretative information, including how the priorities parallel organization stages, and exercises on individual insight, influencing others, and building balanced teams.

- Inventors concentrate on new products or services (Birth).
- Catalysts focus on customers (Growth).
- Developers create supportive infrastructure (Stature).
- Performers seek efficiencies and build quality (Prime).
- Protectors build the culture and competencies for success (Mature).
- Challengers seize the future (Renewal)

Using the LSP

This innovative tool can be used in a self-scored printed version or online tool to develop more effective leaders and teams. The audience includes team leaders, project managers, managers, executives, and others who have responsibility for goal achievement. This framework helps to:

- Balance strategic and operational decisions
- Create comprehensive performance measures
- Lead and implement change
- Develop credible and constructive communication practices
- Improve customer service
- Engage diverse viewpoints
- Manage conflict and facilitate creative problem solving

The advantages of this framework are: (1) Uses practical, business oriented language that reflects current circumstances rather than providing a permanent label; (2) Is objective and easy to apply immediately, (3) Reflects changing organizational/business life cycle; (4) Is new and not subject to the "been there, done that" response.

	Priority	Actions
Inventor	Innovation and survival	Develop new ideas, products and services
Catalyst	Fast growth	Gain market share and win customers
Developer	Manage risk and establish order	Build infrastructure, create systems and processes for high performance
Performer	Maximize results	Improve processes and procedures for effective resource utilization and return
Protector	Maintain success	Develop committed workforce, build capabilities, & support culture/identity
Challenger	Position for the future	Surface assumptions, practices, and issues; and create strategic options