

HELLO THERE



Alysun Johns



Franklin Jones



Drew Marshall

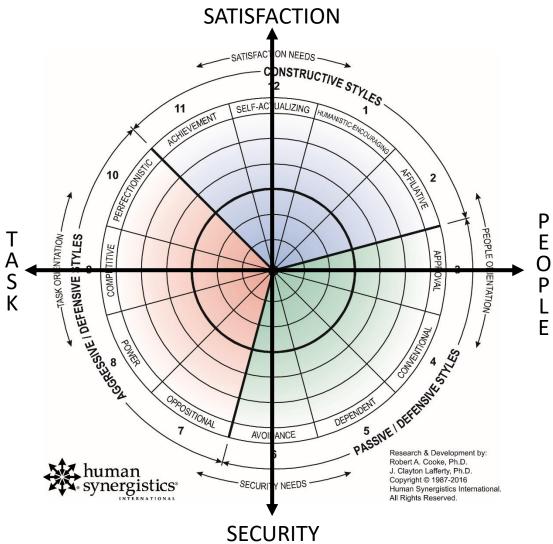






The Circumplex



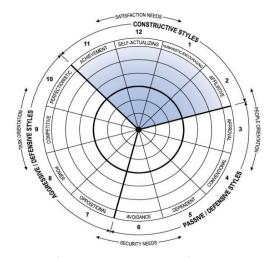




Conceptual Framework: The Circumplex Clusters



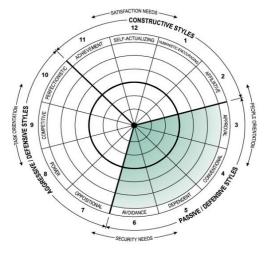
Constructive



Constructive styles encourage the attainment of organizational goals through the development of people, promote teamwork and synergy, and enhance individual, group, and organizational adaptability and

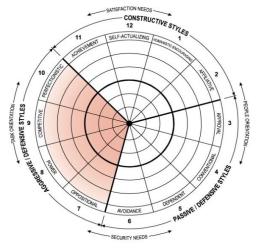
effectiveness.

Passive/Defensive



Passive/Defensive styles lead people to subordinate themselves to the organization, stifle creativity and initiative, and allow the organization to stagnate.

Aggressive/Defensive

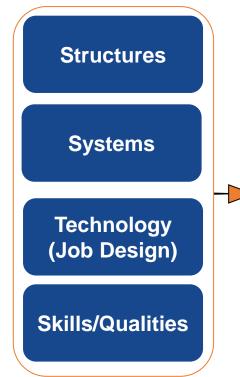


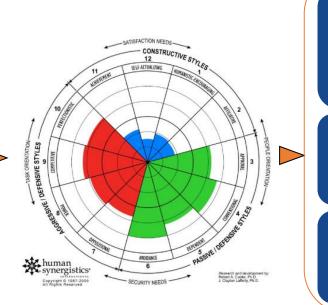
Aggressive/Defensive styles lead people to focus on their own needs at the expense of those of the group and organization and lead to stress, turnover, and inconsistent performance.



How Culture Works Model In Practice







Individual Level

Role clarity
Engagement
Intention to stay
(Stress)

Group Level

Intra-unit teamwork
Inter-unit coordination
Departmental quality

Organizational Level

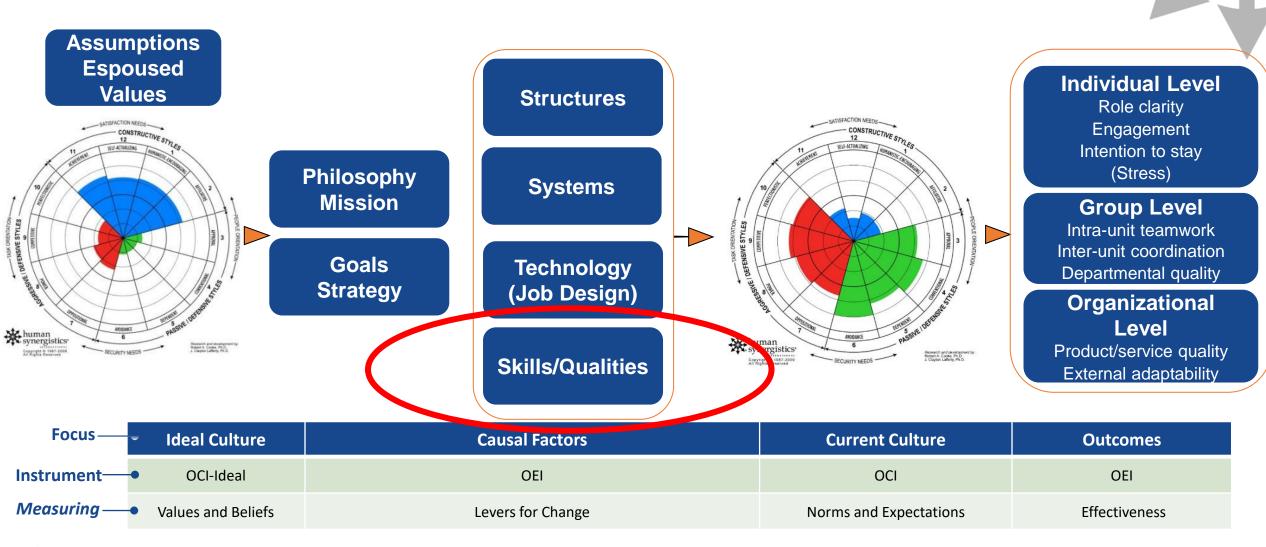
Product/service quality External adaptability

Focus——	Ideal Culture	Causal Factors	Current Culture	Outcomes
Instrument •	OCI-Ideal	OEI	OCI	OEI
Measuring —	Values and Beliefs	Levers for Change	Norms and Expectations	Effectiveness



How Culture Works Model

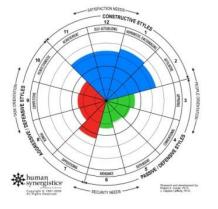
Culture and Leadership



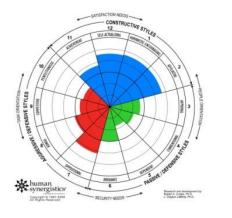


Societal Values - Ideal Organizational Culture

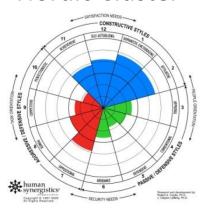




Germanic Cluster



Nordic Cluster



Latin European Cluster



Latin America Cluster



Near Eastern Cluster

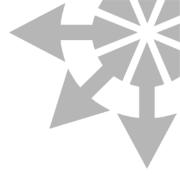


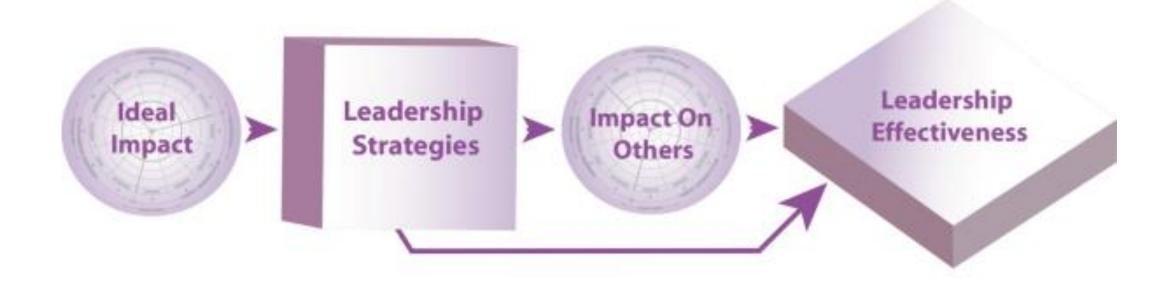
Far Eastern Cluster





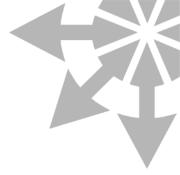
Leadership Impact® (L/I) Individual Assessment Used with Senior Leaders



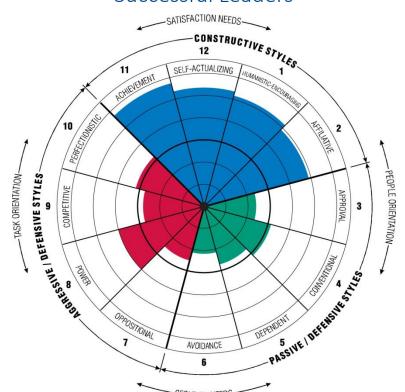




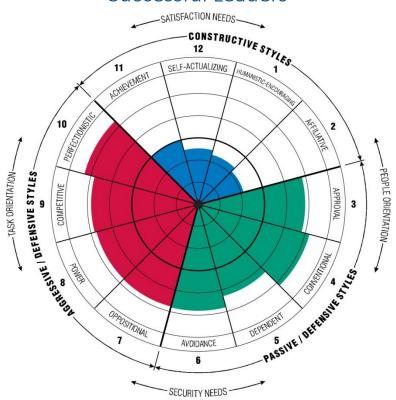
Leadership impact varies considerably



Impact of the Most Effective and Successful Leaders



Impact of the Least Effective and Successful Leaders



Impact measured using Leadership/Impact®;

effectiveness based on ratings by superiors, peers, and direct reports; and success based on performance-based salary increases and promotions over time

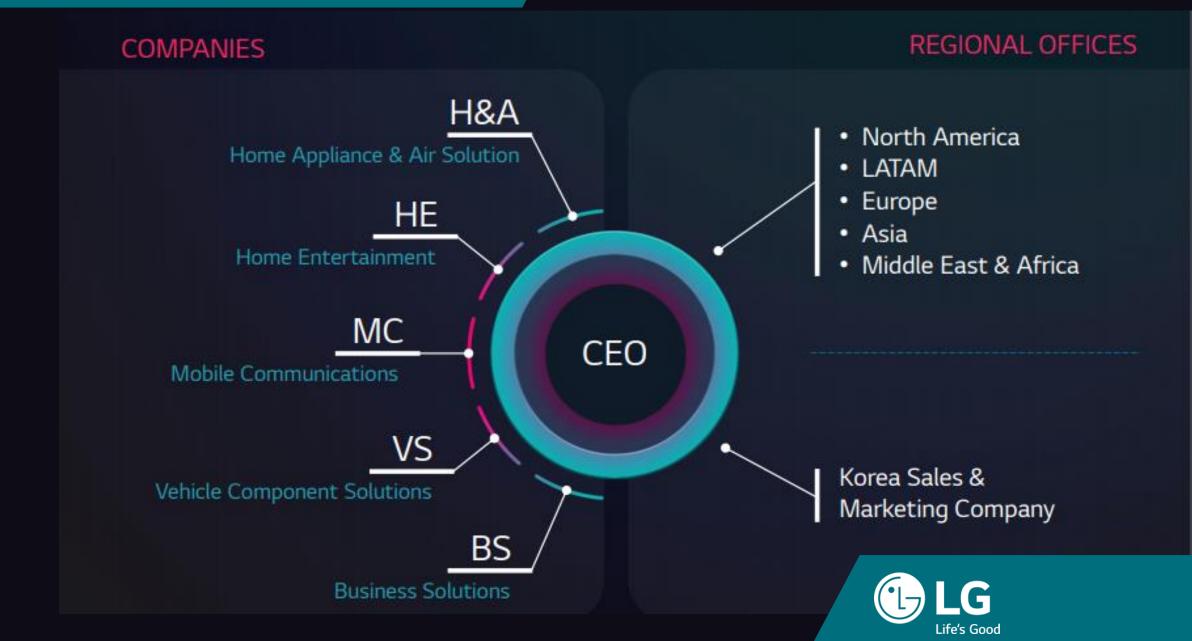


LG Electronics

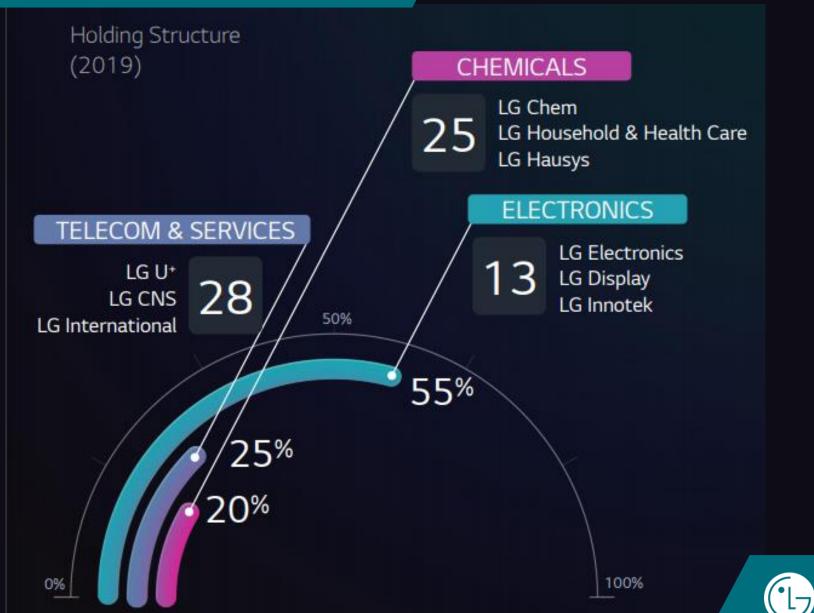


Life's Good

LG Electronics



LG Corp



REVENUE

(KRW 160 Trillion)

136 USD Billion

Exchange Rate : KRW 1,176.57 (2019)

COMPANIES

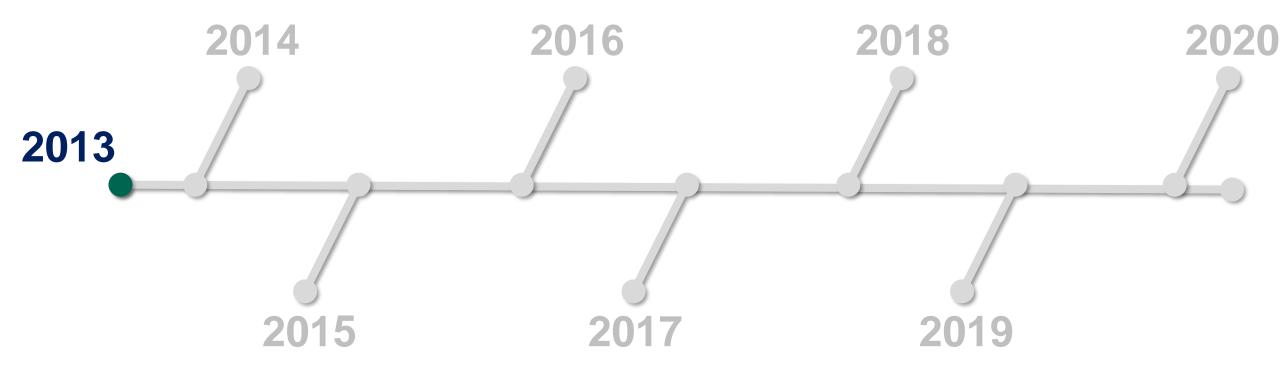
67 Site (2019)

25 Chemicals

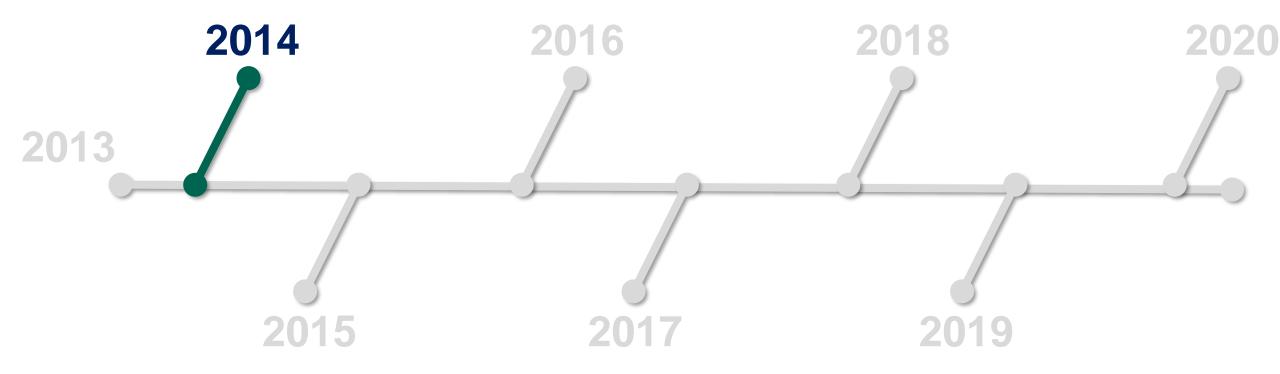
13 Electronics

28 Telecom & Services

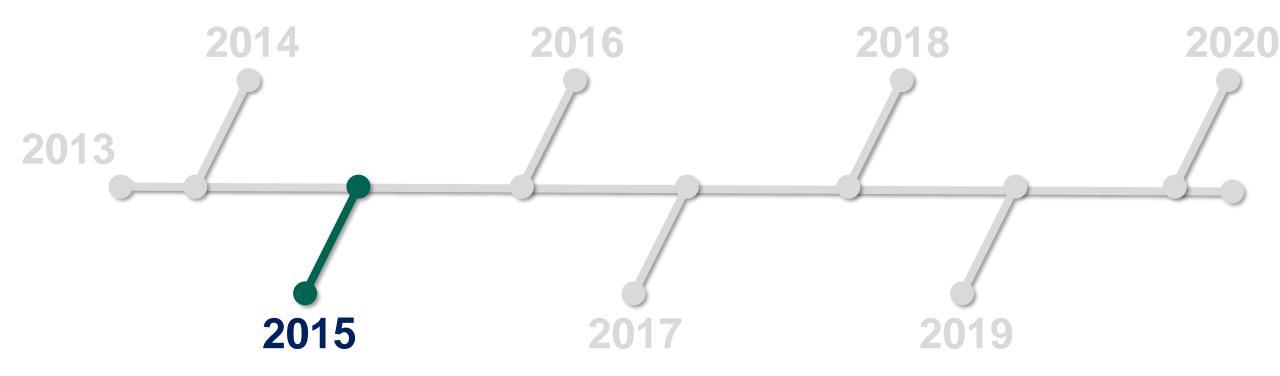




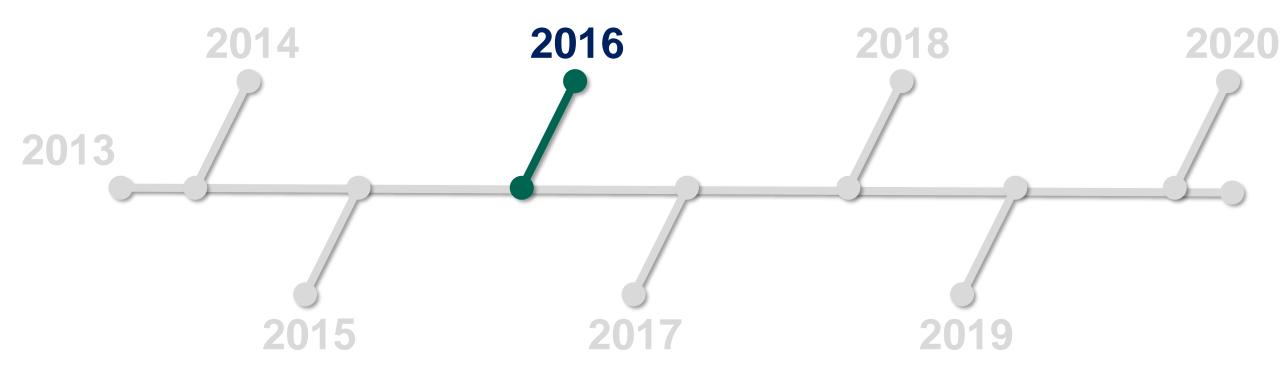




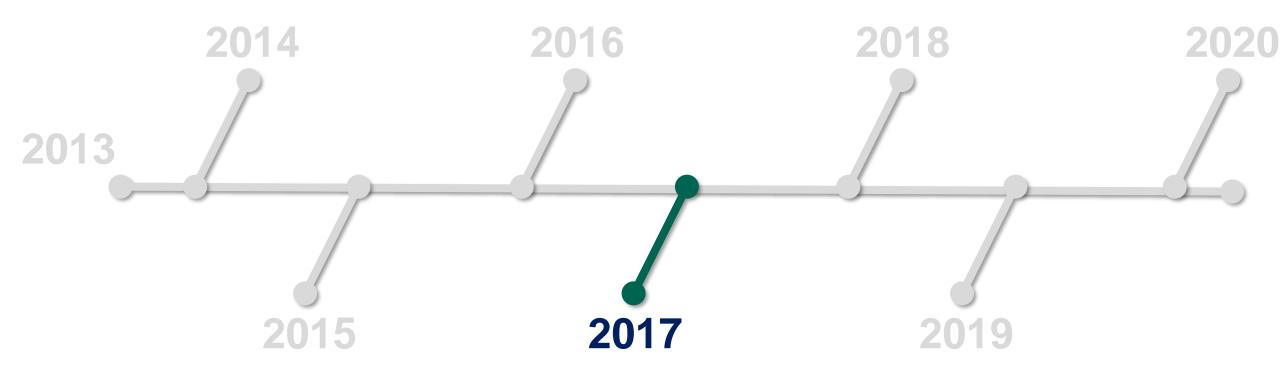




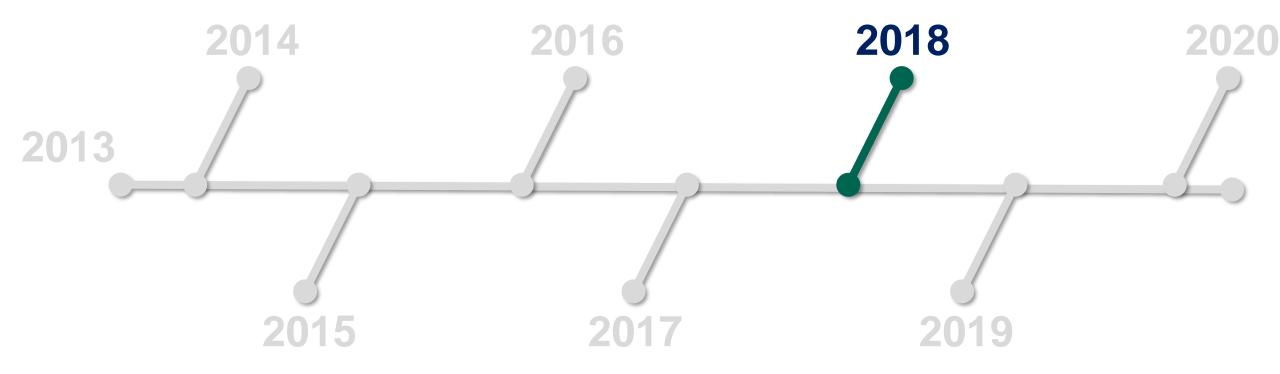




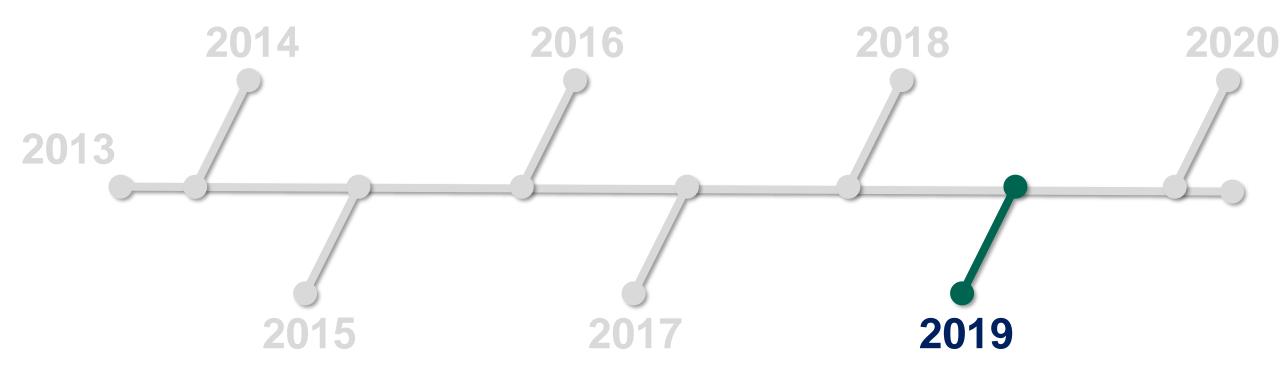




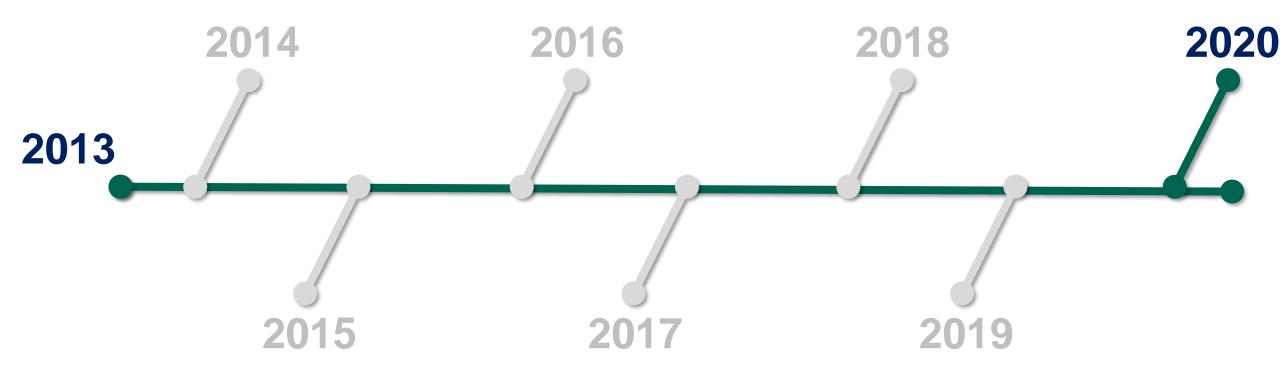














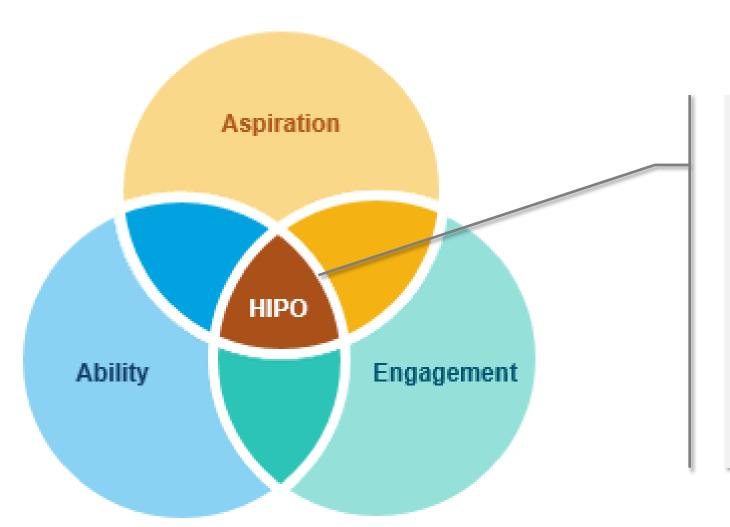
What is a HIPO?

HIGH POTENTIAL

- Capacity and Interest to develop the
- Qualities Required for <u>effective performance</u> in
- Significantly more Challenging Leadership Roles



Capacity & Interest



Performance

- High
- Consistent

Succession

- Role
- Readiness

Characteristics

- Business Perspective
- LG Way Leadership
- Values/Attitude towards work



Qualities Required

Situational selfawareness

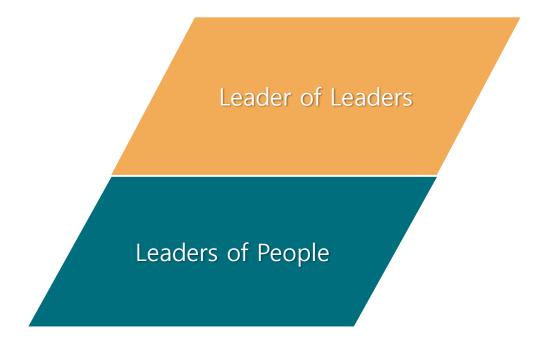
Derailment Leadership Role Learning Capacity Experience **Drivers** Preferences **Agility** Risks Traits Role Preferences Persistence Mental agility Collaboration Perspective **Problem Solving** Volatile Tolerance of People agility Power Key Challenges Micro-managing ambiguity Assertiveness Change agility Challenge Closed Optimism Results agility

*Korn Ferry

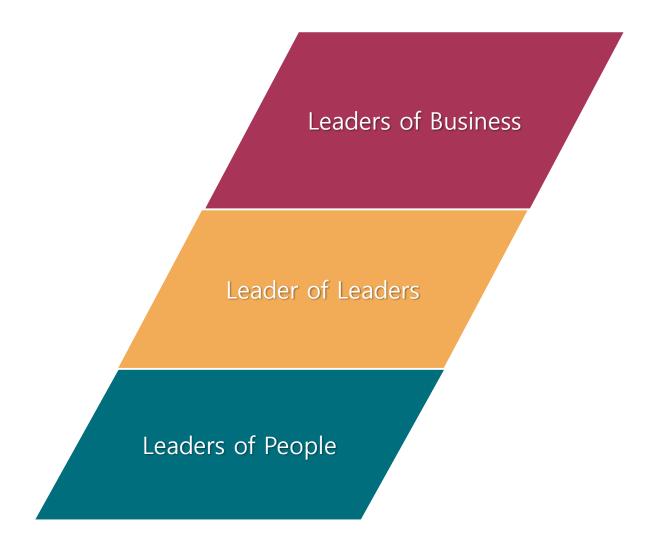


Leaders of People







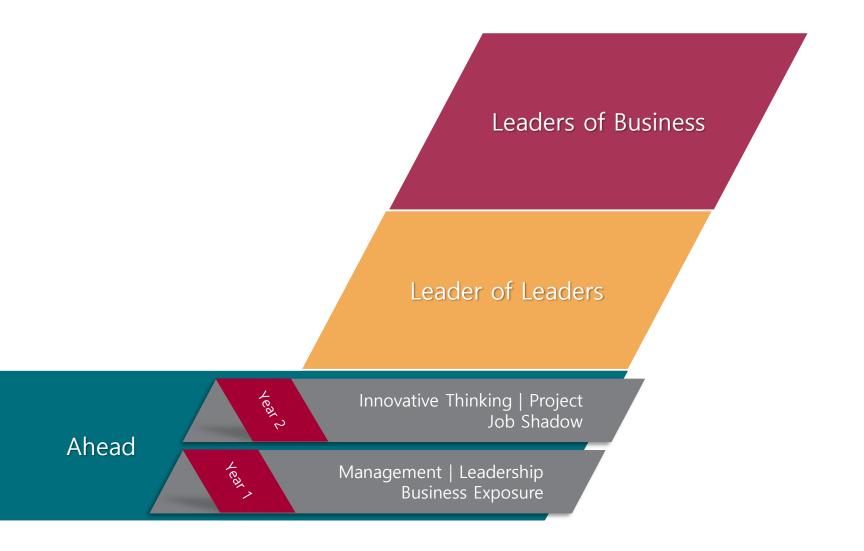




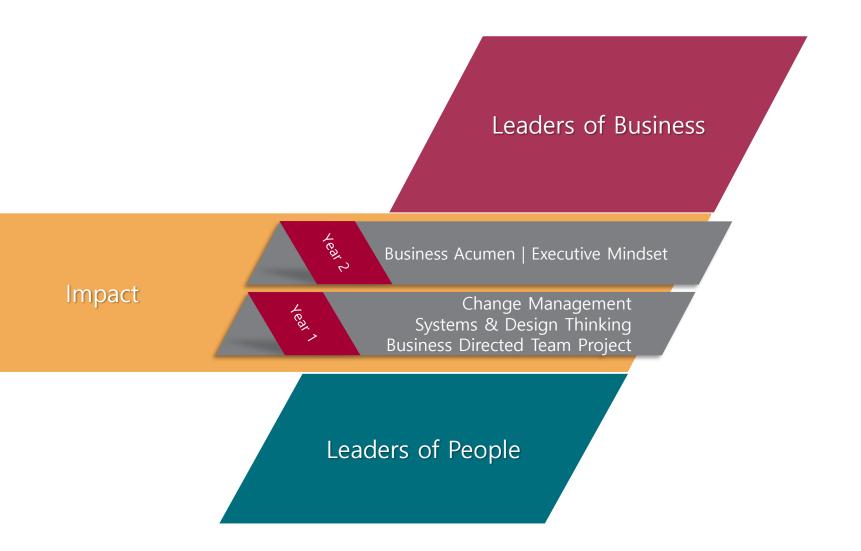
Leadership <u>Acceleration</u> Program (LeAP)











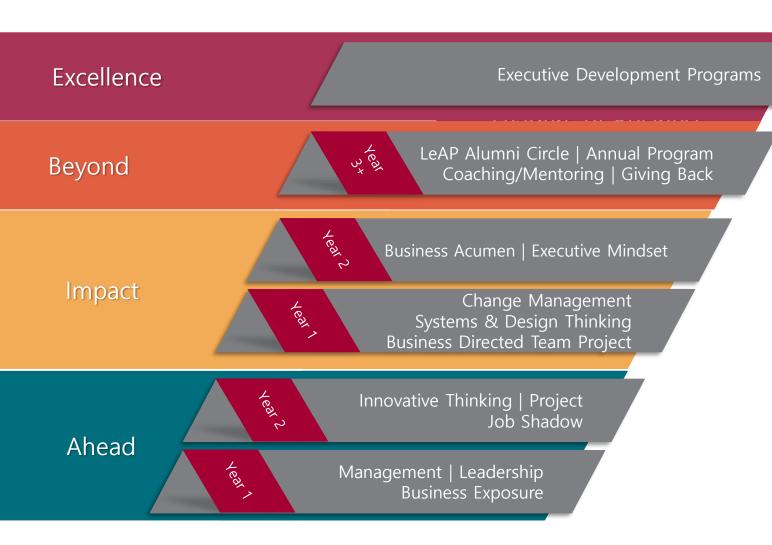












- Capacity and Interest to develop the
- Qualities Required for <u>effective</u> <u>performance</u> in
- Significantly more Challenging Leadership Roles.



About Kepner-Tregoe

Pioneers of Critical Thinking



Developed an in-depth understanding of how people think.

Click to edit text

Trained

globally.

3 Million+ individuals



Focusing on Capability Transfer



\$29,700 return

Providing a manufacturing client with a nearly \$30k return for each **employee** trained in KT process.

Engagements with nearly

40% of the **Fortune 100** in the last 5 years.



Delivering Sustained Results

Solved an ongoing issue, saving an OEM \$2.8 million annually.



Helped a client achieve

47% improvement in operational efficiency.

Helped an IT client reduce mean time to resolution by **74%**.





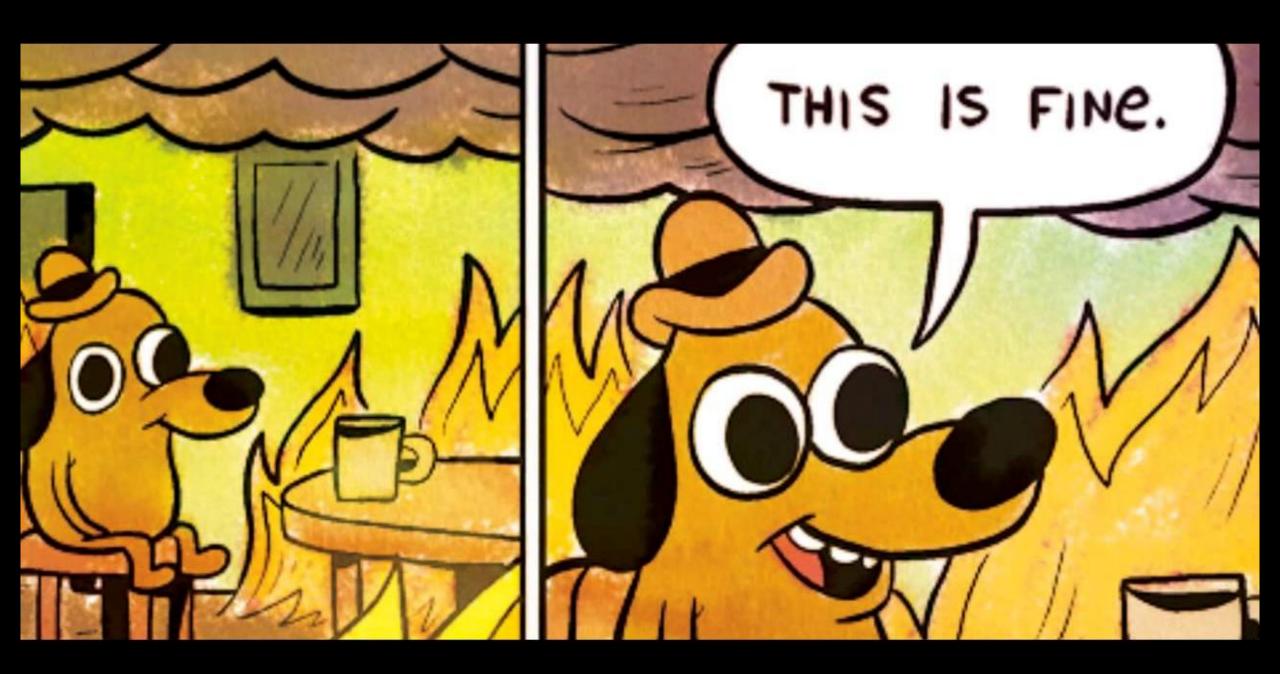
From Self-Knowledge to Higher Performance

Human Synergistics Leadership/Impact® 360°

- The Human Performance System
- Achieving High Performance
- Systems Thinking
- Strategic Thinking
- Critical Thinking
- Design Thinking
- Project Application



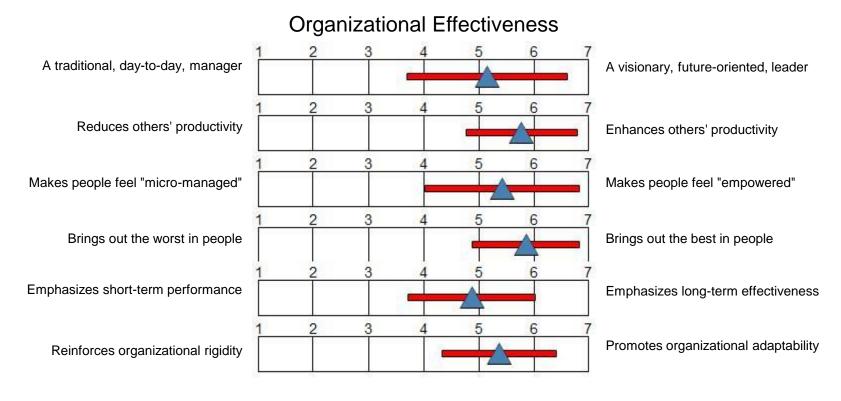




Leadership/Impact® - Effectiveness

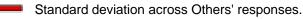
All Data

October 2020





Average of All Others' responses (i.e. Description by Others)

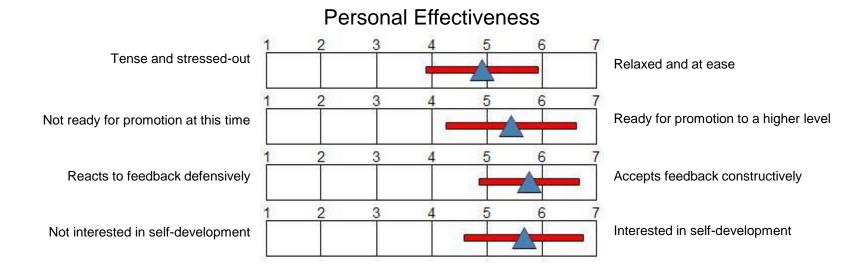


NR = No Response



Leadership/Impact® - Effectiveness

All Data October 2020





Average of All Others' responses (i.e. Description by Others)

Standard deviation across Others' responses.

NR = No Response

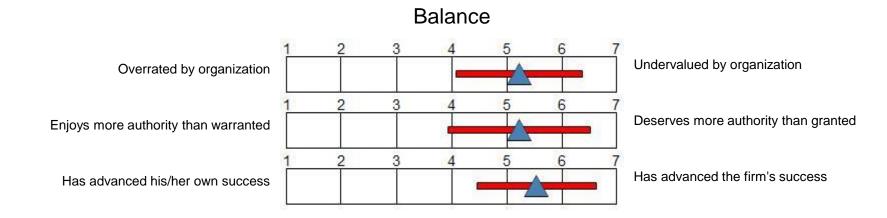


Leadership/Impact® - Effectiveness

All Data

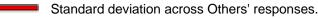
October 2020







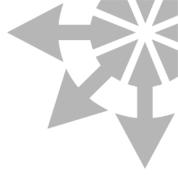
Average of All Others' responses (i.e. Description by Others)



NR = No Response

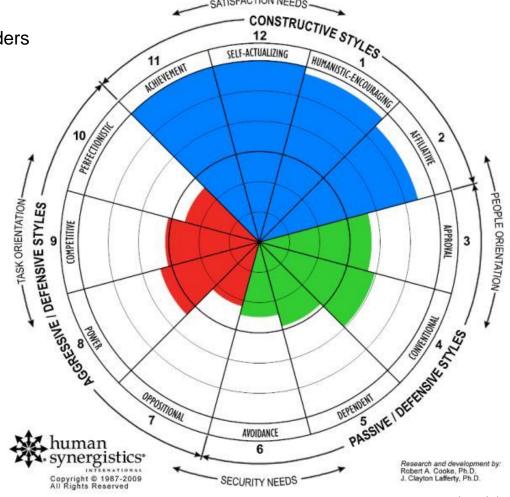


Leadership/Impact® - Ideal Impact





October 2020 Ideal Impact; 14 Leaders



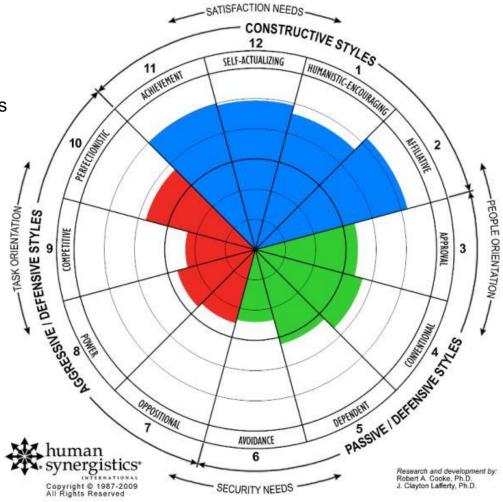
Leadership/Impact® - Current Impact



All Data

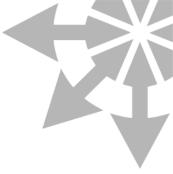
October 2020 Impact on Others

91 Respondents **Describing 14 Leaders**



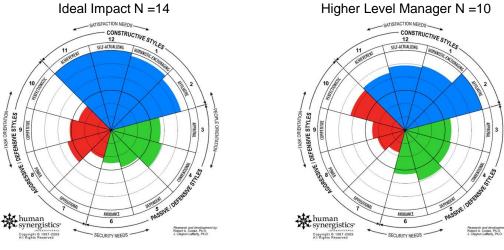


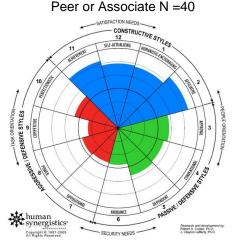
Leadership/Impact® - 360° Feedback

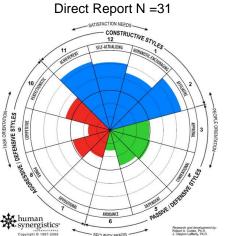


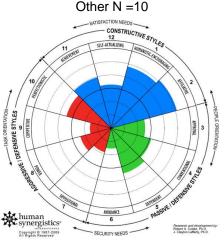


October 2020











Changing the World – One Organization at a Time^a

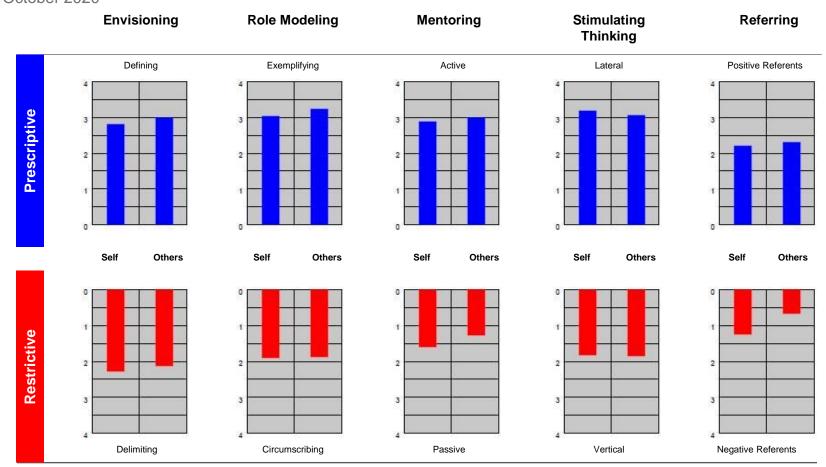
Leadership/Impact® - Leadership Strategies

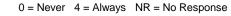




October 2020

Strategies Summary Barcharts





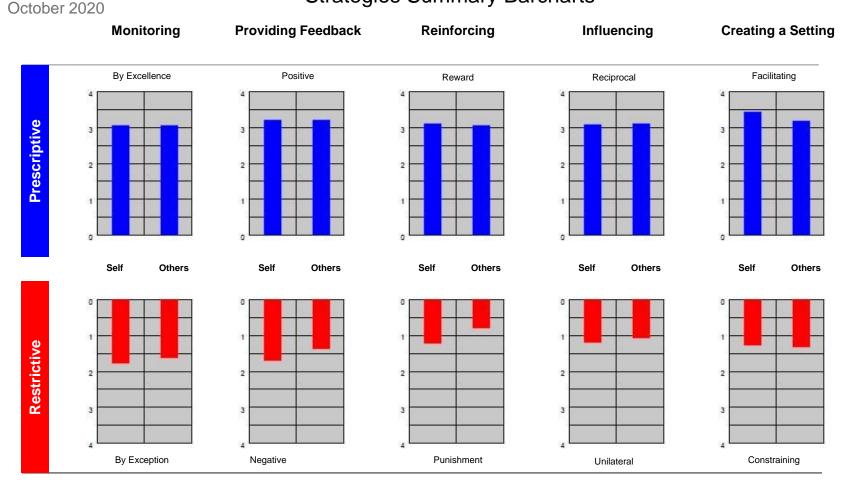


Leadership/Impact® - Leadership Strategies





Strategies Summary Barcharts





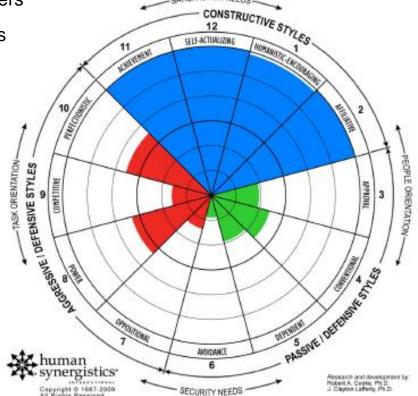
Leader A

Individual A

October 2019

Impact on Others

8 Respondents

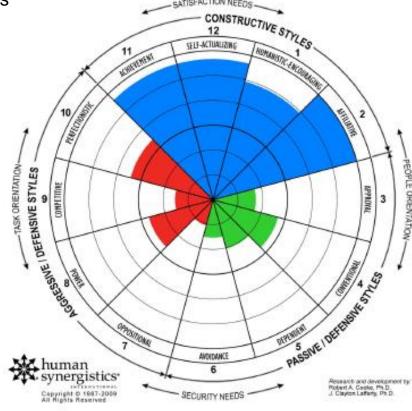


Individual A

October 2020

Impact on Others

7 Respondents



+ **COVID-19**



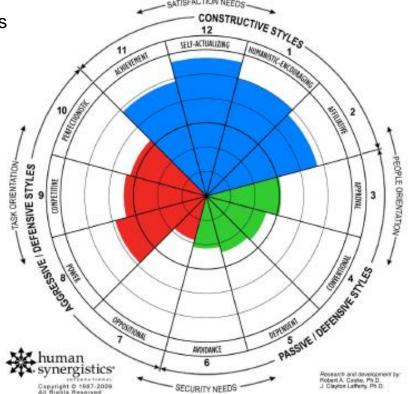
Leader B

Individual B

October 2019

Impact on Others

6 Respondents

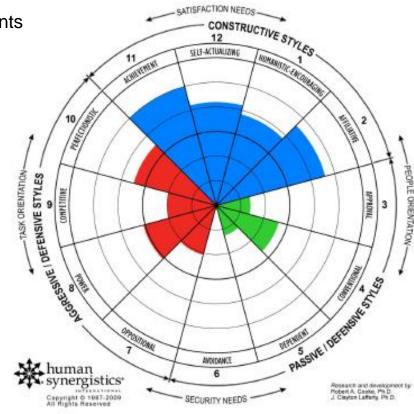


Individual B

October 2020

Impact on Others

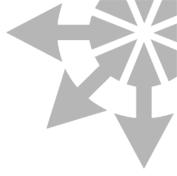
5 Respondents



+ **COVID-19**



Leader C

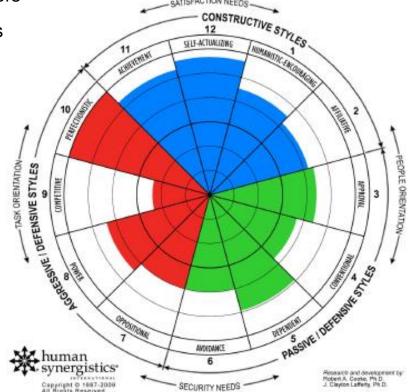


Individual C

October 2019

Impact on Others

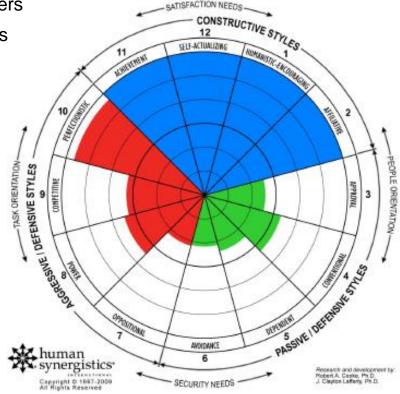
6 Respondents



Individual C

October 2020

Impact on Others 4 Respondents



+ **COVID-19**

Some Participant Observations

- Seeing effectiveness and impact data provoked insights on career journeys and afforded an opportunity to understand how personal experience affects team members.
- Exposure to the model enabled a better understanding of the connections between leader actions and team behaviors.
- The data provided a basis for both improvement and self-monitoring.
- Based on direct feedback, this created an opportunity for building bridges with peers and line leaders and reports as we respond to the feedback with performance improvement efforts.
- It was easier to see how the organization culture manifested itself in the behavior each of the cohorts as the data set built.*



