



Predictive Analytics for selecting, developing, leading and engaging talent

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 practise
- 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

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



Special Offer: 10% Discount on Tools & 1hr Confidential Debrief if you pay before 21/09/20. A package deal of AU\$800.00 + GST

Raise your leadership awareness, build on your strengths & really make a difference in the lives of those around you

Where Can We Help? *Synergy Global* has been helping clients to lead change successfully for >25yrs – we do this through Effectiveness Consulting, Change Facilitation & Executive Coaching.

Helping to build Leadership & High Performing Team Capability & Capacity for a wide range of clients. Using >300 evidence-based tools that add net value.

As an authorised solution partner for *Harrison Assessments*, we can provide you with Recruitment, Engagement & Retention Analysis for Leadership, Team & Organisational Development, plus, Succession Planning.

For 1mth only we have a Special Offer with our Leadership Traits & Paradoxical Competences Report (it only takes <20 mins to complete & yields rich strengths-based psychometric information).