

Leadership/Project Management Training Using the Leadership Spectrum Profile (LSP): A Proposed Approach

About the Instrument

The Leadership Spectrum Profile (LSP) is an award-winning instrument designed to assess a leader's priorities encountered along an organization or project life cycle. The LSP outlines a results-driven framework that reflects the different demands that teams and leaders face when implementing any initiative. It also provides a practical way to influence "up the chain of command" to gain project support.



Training Using the LSP

The design of a training session using the LSP will be driven by a number of variables, including the size of the group, whether the attendees are an intact team or are coming from diverse projects/initiatives, the general level of leadership and management experience among attendees, and the time available. A complete introduction and applications training session using the LSP requires a solid day. A compressed day (e.g., 10 AM to 4 PM) is an alternative for groups that need to attend to work activities before and after the session itself.

General agenda items for an LSP training session with managers and leaders includes:

- Introduction using participant case study overviews – What's the project/initiative, and what's its status? What's going well? Not so well? What are the desired results or outcomes? (May be one initiative or many, depending on attendees.)
- Participants complete and score the LSP instrument.
- Provide overview of the LSP life cycle model: the six key life cycle phases, their associated priorities, and their impacts on leadership.
- Relate participants' projects/initiatives to their LSP results – How can the LSP framework help explain current strengths and weaknesses? What's the natural next step in the life cycle? What questions need to be asked next? Who needs to be influenced to get there?
- Relate LSP results to participant leadership strengths and development needs – Outside the current effort, how can the LSP help attendees develop their leadership skills?
- Action planning – With any design, we close with action planning, so that participants leave with a concrete approach and steps for applying the learning of the day.

Training Outcomes

As a result of this session, leaders and managers will have a systematic framework and comprehensive set of questions for observing, analyzing, and intervening with the projects and initiatives with which they work. By understanding the shifting priorities of a project/initiative, leaders/managers can shape the future – streamlining the path to project results, reducing risks through proactive action along the way, and enhancing their own performance as leaders.