



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

Harrison Paradoxical Leadership Competencies

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



Harrison's Leadership solutions include:

- Individual leadership competency diagnostics
- Leadership bench strength 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

This powerful self-knowledge improves relationships and performance. Effective talent development facilitates strong relationships among employees, managers, coaches and teams. Harrison provides employers the comprehensive intelligence and data necessary to build these relationships, resulting in accelerated employee development, and increased employee engagement and retention.

