



Harrison Paradoxical Leadership Competencies

Harrison's leadership behavioral competencies enable your leaders to compare their own behavioral tendencies to proven leadership competencies. Available for both Emerging and Senior Leaders, they provide a framework for adjusting their behaviors to maximize their effectiveness.

Many organizations profess to have behavioral competencies, however leaders often...

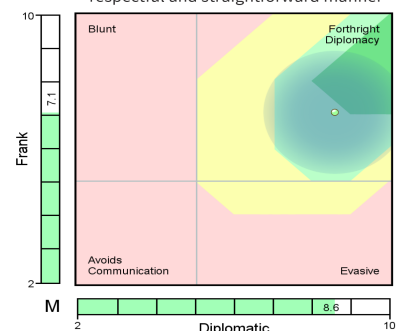
- do not fully understand what leadership competencies actually mean in practice
- are not aware of how their behaviors impact others or think they are already displaying the competency
- believe their own strong characteristics are strengths, when in fact some are actually "derailers"
- do not know how to adapt their behaviors 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

Respectful Candor (Communication)

The tendency to communicate in a respectful and straightforward manner



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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 behaviors 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 reports
- Leadership bench strength analytics
- Paradox Mastery Guide report
- Paradox Mastery Analytics
- Customized leadership transformation programs
- Leadership competency training
- Leadership coaching
- Access to our world-wide network of leadership trainers and coaches

Solutions Harrison pour le Cycle des Talents

Harrison Assessments utilise l'analyse prédictive pour aider les entreprises à acquérir, développer, diriger et engager leurs talents. Cette analyse complète des décisions relatives aux talents fournit les informations nécessaires tout au long du cycle des talents pour constituer des équipes efficaces et développer, engager et fidéliser les talents clés. Contactez-nous pour savoir comment nous aidons les organisations à prendre de bonnes décisions.

