



Predictive Analytics for selecting, developing, leading and engaging talent

# 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

# 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 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 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.

