

# LKS

## Leadership Competence Scale



A theoretical approach

### 3rd Generation

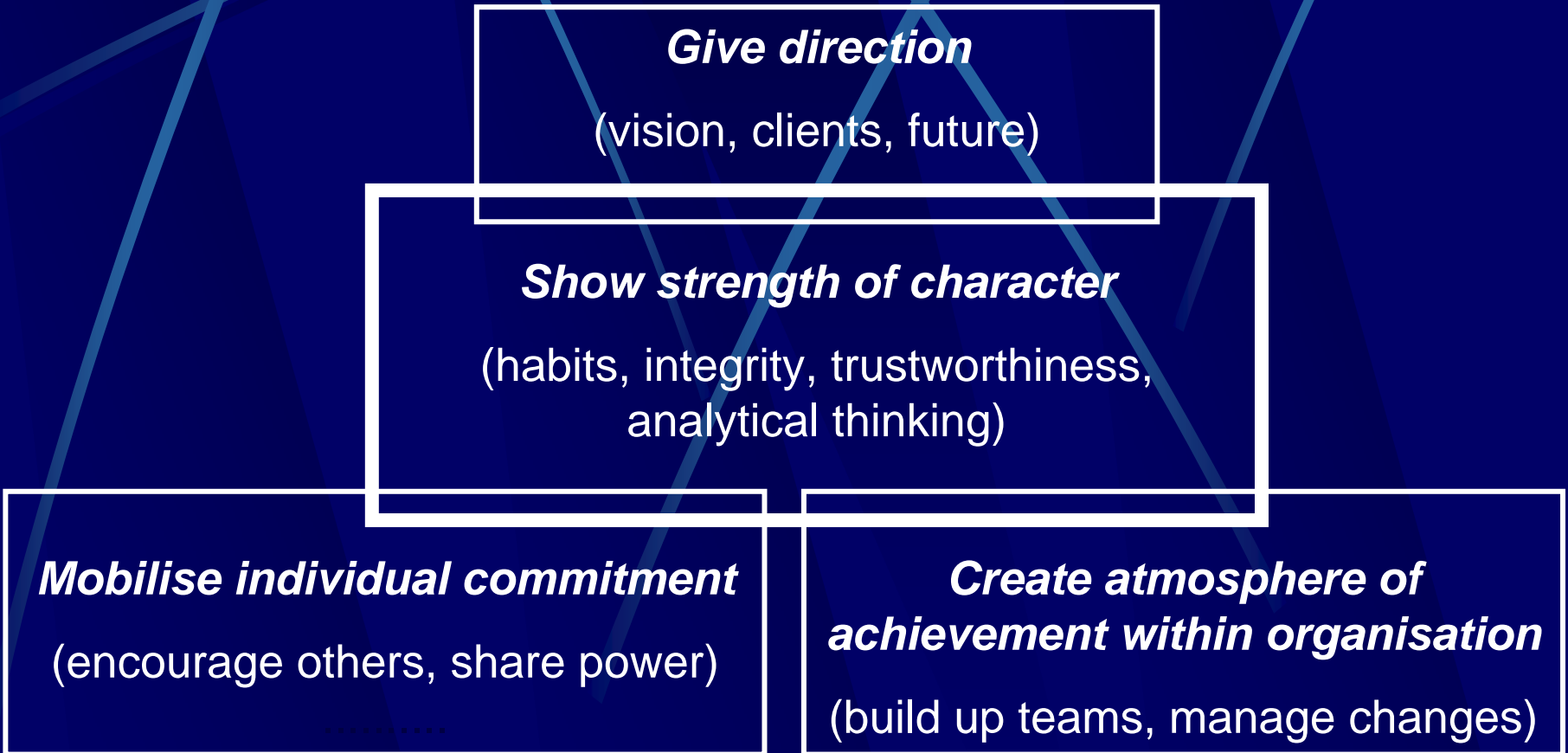
6-9 November 2005

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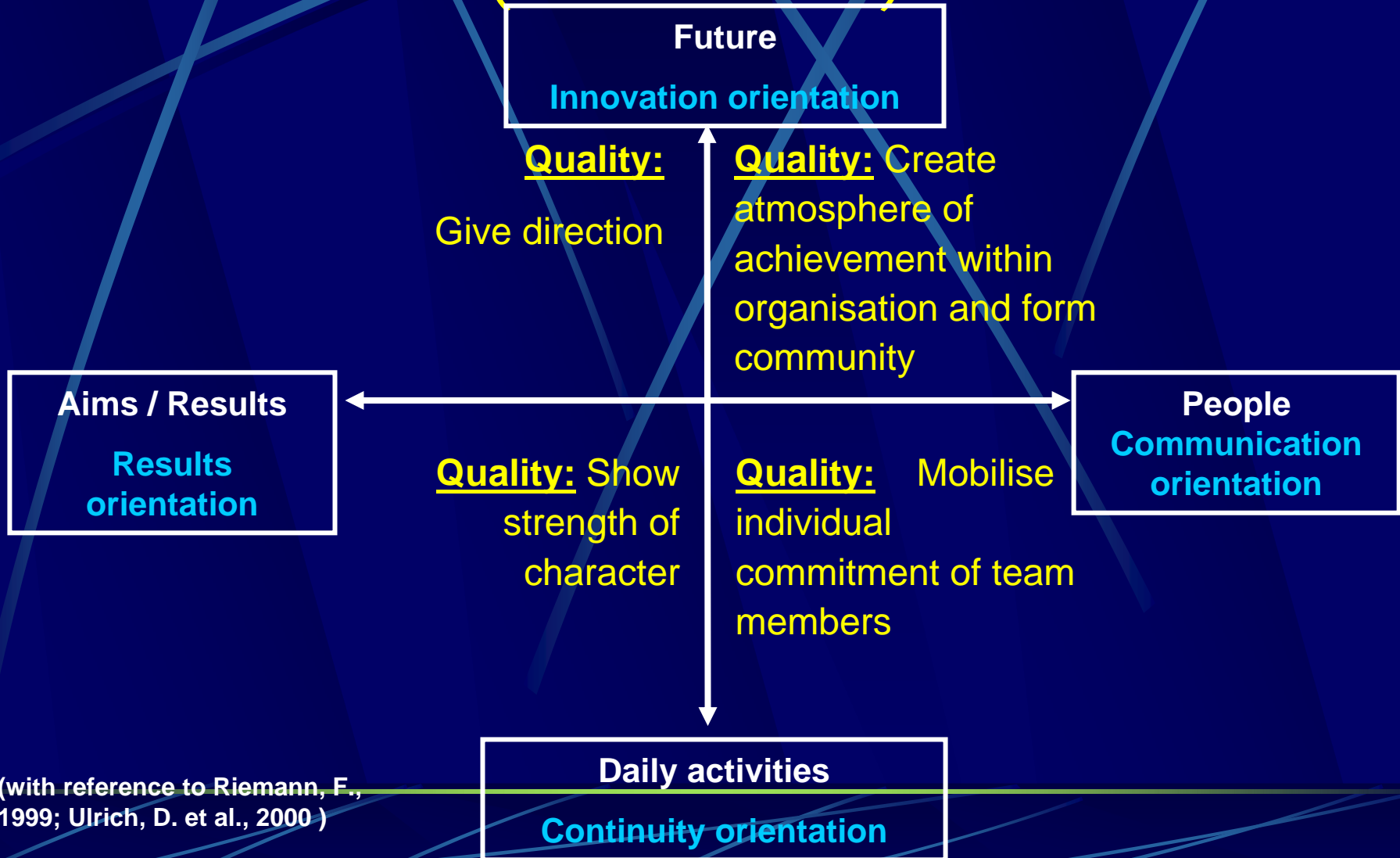
Translation: Deborah Holmes

# What do successful leaders do?

## Structure of leadership qualities

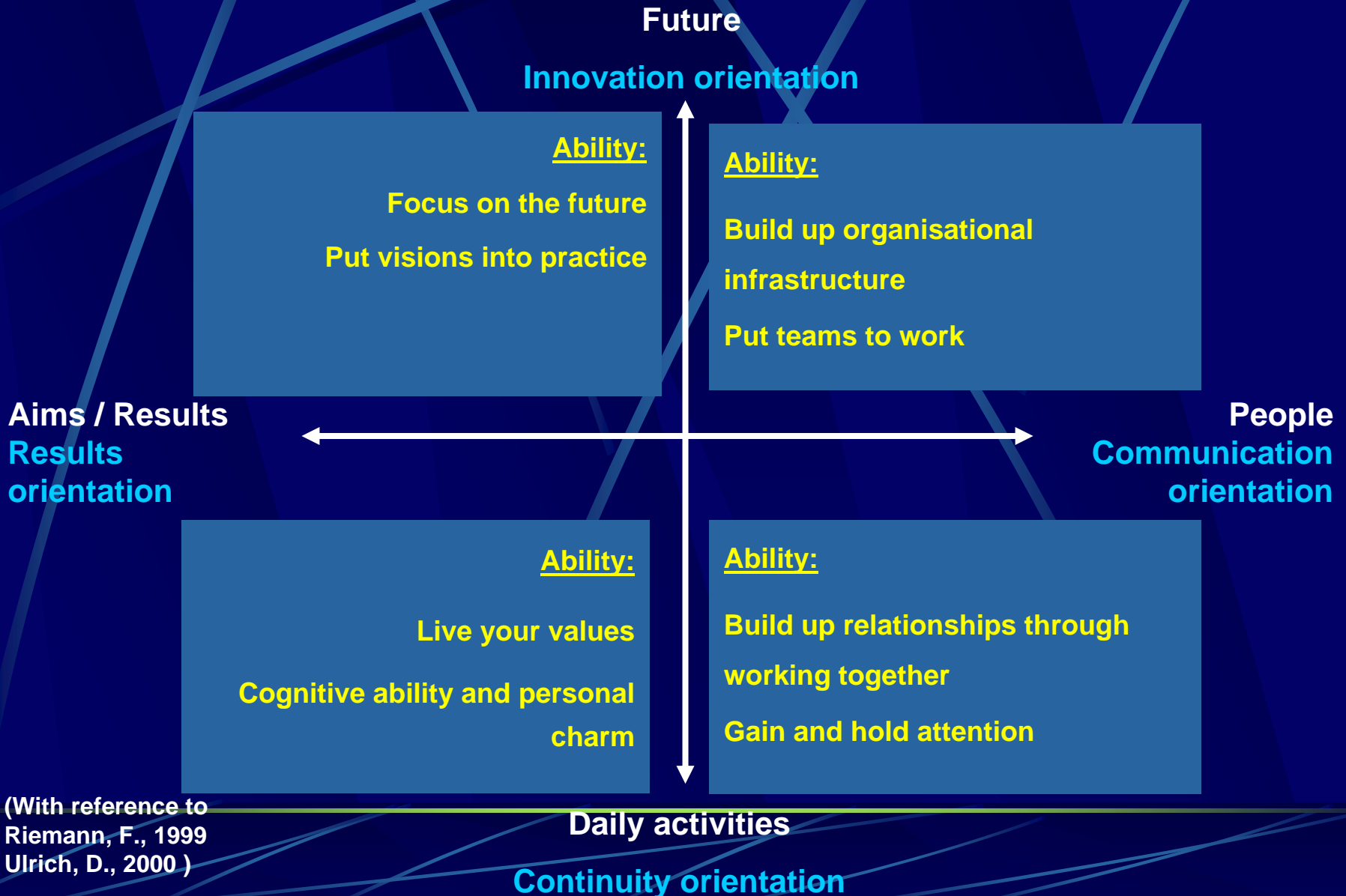


# Leadership Competence Model (Qualities)



(with reference to Riemann, F., 1999; Ulrich, D. et al., 2000 )

# Leadership Abilities



# Leadership Behaviour

## **Example: “Focussing on the future”**

- 1. Be convincing when developing a vision**
- 2. Make your vision gripping, be able to express values and strategies**
- 3. Think strategically**

# Assessment

When examining your competence level:

- 1 = stands for basic ability in an area which needs further development and improvement.
- 2 = stands for good general ability without particular strengths in any one area.
- 3 = stands for a leadership strength in one particular area in which you are very proficient.
- 4 = stands for excellence in one particular area in which you are unusually talented, maybe even brilliant.

# LKS: Questionnaire

Leadership qualities, abilities and behaviour		Mark as appropriate			
		1	2	3	4
1.	Quality: giving direction		X		
1.1	Ability: focussing on the future		X		
<b><i>Assessment of particular modes of behaviour</i></b>					
1.1.1	Being convincing when developing a vision.				X
1.1.2	Gripping vision, be able to express values and strategies.		X		
1.1.3	Work on pioneering missions.	X			

1

2

3

4

Basic ability

Good general ability

Leadership strength

Excellence/Brilliance