

Group Summary by Leadership Practice

This page displays the average Self and Observer responses for all individuals participating in this group. The AVG column shows the averages of each type of Observer responses for each of The Five Practices. Responses can range from 6 to 60. The STD DEV measures the distribution of scores around the mean (average score) and as the number increases from zero it means that the distribution of scores is increasingly widespread.

		AVG	STD DEV
	Model the Way		
	Self	46.2	5.3
	Manager	43.0	8.1
	Direct Report	43.1	9.2
	Co-Worker	43.6	10.3
	Other	46.4	9.1
	All Observers	44.1	9.6
	Inspire a Shared Vision		
	Self	42.3	7.9
	Manager	36.4	11.1
	Direct Report	41.4	9.8
	Co-Worker	38.8	11.3
	Other	43.6	9.4
	All Observers	40.2	11.5
	Challenge the Process		
	Self	46.3	6.7
	Manager	41.0	9.1
	Direct Report	44.1	9.0
	Co-Worker	41.8	9.8
	Other	44.8	8.3
	All Observers	42.9	9.4
	Enable Others to Act		
	Self	50.3	4.3
	Manager	45.5	8.7
	Direct Report	49.1	7.7
	Co-Worker	47.6	8.2
	Other	48.2	10.0
	All Observers	47.8	9.4
	Encourage the Heart		
	Self	46.3	6.4
	Manager	42.1	9.9
	Direct Report	43.4	9.6
	Co-Worker	44.6	10.0
	Other	45.6	9.9
	All Observers	44.3	9.9

ALL OBSERVER
SURVEYS TALLIED: 191

Self Surveys Tallied: 20
Manager Surveys Tallied: 22

Direct Report Surveys Tallied: 37
Co-Worker Surveys Tallied: 87

Other Surveys Tallied: 45

AVG—Average of all Observer responses in each category

STD DEV—Standard Deviation

Team Leadership Practices Inventory Lpi Team Team Package Measuring Leadership Of Teams

John S. Lybarger PhD MCC



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The Team Leadership Practices Inventory (LPI-Team), Team Package James M. Kouzes, Barry Z. Posner, 1997-08
These convenient computer scoring programs save you the time of scoring by hand so you can spend more time reviewing results with participants In addition to providing standard results these programs rank items from high to low highlight opportunities for improvement and show differences between self perceptions and observer perceptions You get scoring programs for LPI scores up to 100 leaders per sample with up to 10 observers per leader LPI X scores up to 80 leaders per sample with up to 20 observers per leader LPI Delta scores up to 75 leaders per sample with 10 observers per leader LPI IC scores up to 100 individual contributors per sample with up to 10 observers per individual contributor All four scoring programs are contained on one reusable disk

The Leadership Challenge James M. Kouzes, Barry Z. Posner, 2006-03-06
When it was initially written in 1987 few could have predicted that The Leadership Challenge would become one of the best selling leadership books of all time Now faced with the new challenges of our unpredictable global business environment Jim Kouzes and Barry Posner two of the country's premier leadership experts have completely revised and updated their classic book Building on the knowledge base of their previous books the third edition of The Leadership Challenge is grounded in extensive research and based on interviews with all kinds of leaders at all levels in public and private organizations from around the world In this edition the authors emphasize that the fundamentals of leadership are the same today as they were in the 1980s and as they've probably been for centuries In that sense nothing's new Leadership is not a fad While the content of leadership has not changed the context has and in some cases changed dramatically

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Public Health Leadership Louis Rowitz, 2009-10-07 Rowitz demonstrates how the skills and tools used to build effective leadership in the business world can be adopted by public health professionals Exercises case studies and discussion questions are incorporated into detailed chapters on theories and principles of leadership applications to public health leadership skills and evaluation and research Rowitz supplements the definition of leadership with practical skills including communication delegation public speaking media advocacy and cultural sensitivity

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Behavior, and Development James A. Johnson, 2008-02-01 *Health Organizations* James Johnson, 2009-10-06 This book thoroughly examines organization theory organization behavior and organization development in the unique context of the healthcare setting Each section contains key chapters that address foundations research and new directions in these domains

Leadership Education, 1994-1995 Frank H. Freeman, Katherine B. Knott, Mary K. Schwartz, 1994 This is the fifth LEADERSHIP DEVELOPMENT TOOLS including instruments exercises simulations LEADERSHIP BIBLIOGRAPHY containing annotated entries on almost 1000 books FILMS RESOURCE PERSONS DIRECTORY containing information on 300 people who conduct research RESOURCE ORGANIZATIONS DIRECTORY listing over 80 organizations with an interest in leadership education CONFERENCE INDEX which includes both name subject entries for the information included in the book

Diversity-Oriented Churches A. Brian Leander, 2025-04-26 Exploring the transformative movement of Diversity Oriented Churches DOC in the United States this book analyzes and assesses contemporary societal and denominational shifts aligns with the values of biblical reconciliation and provides practical guidance for navigating challenges and developing leaders and ministries The book opens by highlighting the fluctuating landscape of churches in the twenty first century driven by globalization immigration and the impact of social media It contends that the emergence of Diversity Oriented Churches is a response to an informed global minded multicultural society challenging divisive social constructs Drawing on fifteen years of field research the author articulates the characteristics of DOC the motivations of leaders driving organizational change and the specific leadership practices that foster inclusivity The book explores the relationship between cultural intelligence openness to diversity and leadership practices within DOC through quantitative and qualitative methodologies The book's heart lies in examining critical elements that support the development of Diversity Oriented Churches These elements include a clear biblical mandate culturally competent leadership collaborative organizational strategies conflict resolution policies and intergenerational leadership development The author shares insights from research studies drawing from personal experiences as a pastor church planter and leadership scholar Through a careful blend of academic rigor and practical experience the author provides a roadmap for churches seeking to navigate the transformative journey toward becoming a genuinely inclusive ministry of reconciliation This practical perspective bridges the gap between theory and implementation offering valuable lessons for leaders in traditional churches and church planters who are oriented toward biblical reconciliation This book is a timely resource for those grappling with the tension between tradition and the call for a more diverse equitable and inclusive expression of the Gospel in the modern era **Coaching Public Service Leaders**

John S. Lybarger PhD MCC, 2019-10-01 Many leader development models are complex Figuring them out let alone implementing them can seem impossible Dr Lybarger draws on his years of experience serving clients in the public sector to highlight seven practices that good leaders master in this practical easy to follow guidebook The practices are not linear but interlaced and when woven together they create a complex tapestry of leadership behaviors In examining the seven practices

the author answers questions such as Why do some public service employees love their work and remain engaged while others disengage and do the minimum What does it take for love belonging and community to dispel fear disengagement and isolation What sustains those who are engaged and motivated to serve the public Other topics include what leaders can do to help those who are floundering flourish ways to promote a culture of respect and the differences between managers and leaders Although traditional leadership models have not kept pace with the demands of the workplace individuals who are pillars of exemplary public service leadership can guide their public service peers to successful leadership

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