






















Certification

Convenient Process




Virtual training (no travel!) that takes about a day of your time spread over five steps:

1. **Pre-reading about the larger point of view of assessment and development behind the LVI**
 -  *Developing Versatile Leadership* (Sloan Management Review article)
 -  *Stop Overdoing Your Strengths* (Harvard Business Review article)
2. **Complete a self-assessment using the LVI** (15 mins)
 -  Experience the LVI survey as your clients and raters will
 -  Receive a brief, self-directed summary report of your self-assessment results
3. **Webinar: Orientation to the LVI framework and feedback report** (4 hr, small-group)
 -  Explanation of the big ideas and unique features that make the LVI a truly distinct and patented 360 tool
 -  Page-by-page explanation of the LVI feedback report and how to interpret results
 -  Interactive case study to practice interpreting a report
 -  Real-time Q&A to ensure you understand the material and can effectively interpret results
4. **Practicum: Help preparing for your first LVI feedback delivery** (~3 hrs prep + 90 min 1:1 web session)
 -  **Note:** you will debrief the LVI feedback results with the manager on your own; this is just help preparing
 -  Work 1:1 with a Practicum Facilitator to get ready for your first live LVI feedback delivery
 -  Complete a semi-structured exercise to interpret results in the feedback report
 -  Practicum Facilitator will also interpret that report and review your preparation materials
 -  Feedback to ensure you understand the technical details of report interpretation
 -  Practice explaining the LVI's unique type of feedback and adapting it to your coaching style
 -  Working together to establish a game plan for the feedback session
5. **Let us know how your first LVI feedback delivery went** (~15 minutes, over email—phone call if needed)
 -  Close the loop with your Practicum Facilitator soon after your first LVI feedback session
 -  Get answers to any outstanding questions, further guidance, and resources to support your LVI practice
 -  You're done—congratulations!

Requirements

-  Education, training, and/or experience in the behavioral sciences and adult learning
-  Exposure to 360-degree feedback interpretation and leadership development
-  The LVI may not be suitable for entry-level professionals with no experience with feedback

Costs

-  One-time fee of \$1,800 per person
-  Group rates, private classes, and in-person workshops are also available
-  Your first LVI 360 to be used in the Practicum exercise (steps 4 & 5 above) is included

To enroll: info@kaiserleadership.com