



# LVI

LEADERSHIP  
VERSATILITY  
INDEX

## GET CERTIFIED

No travel. Entirely virtual. 5 bite-sized steps.



# 1

⌚ about 1 hour

### Introduction to the unique view of assessment and development behind the LVI

Prepare for certification by reading our two foundational articles: Developing Versatile Leadership (Sloan Management Review) and Stop Overdoing Your Strengths (Harvard Business Review).



# 2

⌚ 15 minutes

### Self-only LVI assessment

Experience the LVI as your clients and raters will by completing the survey and receiving a brief summary report.



# 3

⌚ 4 hours

### Orientation Webinar with Rob Kaiser, author of the LVI

In this online-learning session, we will explain the big ideas and unique features that make the LVI a truly distinct and patented 360 tool. In a page-by-page tour of the feedback report we will teach you how to interpret LVI results. You will practice interpreting the report in an interactive case study.



# 4

⌚ about 3 hours prep + 2 hour 1:1 web session

### Practicum

To get ready for your first LVI feedback delivery to a real leader, you will work 1:1 with a Master Facilitator. In a semi-structured exercise, you will identify key themes and patterns in the feedback report. Your Master Facilitator will analyze the same LVI report, review your prep work, engage you in a feedback and discussion session to ensure you understand the technical aspects of report interpretation, role play how to explain the feedback and adapt it to your coaching style, and help you to organize your feedback session plan. After completing this practicum, you will be ready, confident, and probably even excited to debrief the LVI feedback with a manager on your own.



# 5

⌚ about 15 minutes via email, or by phone, if needed

### Review your first LVI feedback delivery

After completing your first LVI feedback session, you will check in with your Master Facilitator to debrief how it went, get answers to any outstanding questions, and receive further guidance and resources to support your use of the LVI.

## Requirements

The LVI may not be suitable for entry-level professionals with no experience in providing feedback. Candidates for certification must have:

- Education, training, and/or experience in the behavioral sciences and adult learning
- Exposure to 360-degree feedback interpretation and leadership development

## Investment

One-time fee of \$1,800 per person.  
No annual license fee!

Please note that your first LVI, to be used for the Practicum (Step 4), will be billed separately.

LET'S BUILD  
VERSATILE LEADERS



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