



Improving Team Productivity and Efficiency With Kolbe's Leadership Analytics™ Solutions

Leadership Analytics™ (LEAN) solutions apply the latest breakthroughs in Kolbe Wisdom™ to organizational challenges and provide customized, ready-to-implement solutions for leaders and managers. By assessing the factors that determine a team's success, LEAN helps you identify not just the cause of team productivity and efficiency problems, but the corrective strategies to solve them.

A complete set of Leadership Analytics documents contains up to seventy-five pages chock full of insights and strategies divided into three key sections:

I. Conative Inventory – An overview of your team's conative capital from three different perspectives:

- *Spreadsheet of Strengths™*: A customizable, color-coded listing of every individual's Kolbe A™, B™ and C™ Index results, job title, particular conative strength and type of conative stress.
- *Team Culture – Real and Required*: An overview of your team's actual, perceived and required distribution of conative strengths. Use this information to look for areas where these three aspects align or differ .
- *Protecting Conative Assets*: Quantify the portion of your team suffering conative stress as a result of conflicting methods of operation or a lack of freedom to act on one's conative instincts.

II. Productivity Factors – Your team's Productivity depends directly on the interaction of creative problem-solving instincts each member brings to the table. This section closely examines these dynamics and the degree to which they are helping – or hindering – team performance.

- **Synergy Analysis**: Does your team have the ideal balance of problem-solving methods? Without it, the group will not be able to reach its full productive potential.
- **Conative Cloning Analysis**: Is your team hampered by a predominance of one approach to problem solving? You could be suffering from "too much of a good thing."

- **Missing Methods Analysis:** What type of conative energy is your team lacking? You can overcome this deficit without adding to payroll.
- **Polarization Analysis:** Are you wasting time with constant battles over how to get the job done? These are not “personality differences” – and there is a solution.

III. Efficiency Factors – Your team can do more with less when the right people are in the right jobs. This section helps you determine how closely the instinctive strengths of your team members align with how they – and their supervisors – believe their jobs should be done.

- **Team Strain Analysis:** Are your team members trying to be something they’re not? Find out how to give them the freedom to be themselves so they can do their best work.
- **Team Tension Analysis:** Is there a mismatch between the instinctive strengths of your team members and the requirements of their supervisors? The right corrective actions can solve this problem.
- **Trend Bs (by Job Title) Analysis:** Do all your employees think they should be innovators? Spot trends in job expectations with this analysis.
- **Trend Cs (by Supervisors) Analysis:** Find out if there’s a common denominator to the requirements your supervisors have for the jobs they oversee.

Additional Features:

- *Leadership Survey:* a self-scored survey completed by the team leader highlighting key leadership qualities that are critical to a successful implementation of LEAN strategies. This survey is included in the Conative Capital section.
- *Team Members Survey:* an online questionnaire designed to identify the way individual team members go about doing their work. This information is crucial to maximizing LEAN solutions.
- *DIIE Scale Result - Independent vs. Interactive Efforts:* Based on the optional Team Members Survey, this document illustrates the degree to which your team members work as independent contributors or interactive players – and offers appropriate management guidance.