

Take Your Leaders from Ordinary to Extraordinary

The Leadership Challenge® is an evidence-based leadership development suite of solutions that will help your people grow into effective leaders regardless of their title. Our solutions help you unlock the power of leadership, so your people can achieve the extraordinary.

The best part is that the 30 proven leadership behaviors in our LPI®: Leadership Practices Inventory® align with every leadership skill identified in the OPM Government Leadership Competencies, making The Leadership Challenge the perfect fit for your development needs.

The Five Practices of Exemplary Leadership®

Model the Way

- Sets a personal example of what he/she expects of others.
- Makes certain that people adhere to the principles and standards that have been agreed upon.
- Follows through on promises and commitments he/she makes.
- Asks for feedback on how his/her actions affects other people's performance.
- Builds consensus around a common set of values for running our organization.
- Is clear about his/her philosophy of leadership.



Inspire a Shared Vision

- Talks about future trends that will influence how our work gets done.
- Describes a compelling image of what our future could be like.
- Appeals to others to share an exciting dream of the future.
- Shows others how their long-term interests can be realized by enlisting in a common vision.
- Paints the "big picture" of what we aspire to accomplish.
- Speaks with genuine conviction about the higher meaning and purpose of our work.



Challenge the Process

- Seeks out challenging opportunities that test his/her own skills and abilities.
- Challenges people to try out new and innovative ways to their work.
- Actively searches for innovative ways to improve what we do.
- Asks "what can we learn?" when things don't go as expected.
- Identifies measurable milestones that keep practices moving forward.
- Takes initiative in anticipating and responding to change.



Enable Others to Act

- Develops cooperative relationships among the people he/she works with.
- Actively listens to diverse points of view.
- Treats others with dignity and respect.
- Involves people in the decisions that directly impact their job.
- Gives people a great deal of freedom and choice in deciding how to do their job.
- Ensures that people grow in their jobs by learning new skills and developing themselves.



Encourage the Heart

- Praises people for a job well done.
- Makes it a point to let people know about his/her confidence in their abilities.
- Makes sure that people are creatively recognized for their contributions to the success of projects.
- Publicly recognizes people who exemplify commitment to shared values.
- Tells stories of encouragement about the good works of others.
- Gets personally involved in recognizing people and celebrating their accomplishments.



A Perfect Alignment with OPM Leadership Competencies

The charts below show how the LPI and OPM Government Leadership Competencies are aligned.

Results Driven

- Accountability
- Customer Service
- Decisiveness
- Entrepreneurship
- Problem Solving
- Technical Credibility

Building Coalitions

- Partnering
- Political Savvy
- Influencing/Negotiating

Fundamental Competencies

- Interpersonal Skills
- Oral Communication
- Integrity/Honesty
- Written Communication
- Continual Learning
- Public Service Motivation

Leading Change

- Creativity and Innovation
- External Awareness
- Flexibility
- Resilience
- Strategic Thinking
- Vision

Leading People

- Conflict Management
- Leveraging Diversity
- Developing Others
- Team Building

Business Acumen

- Financial Management
- Human Capital Management
- Technology Management