



OhioHealth
BELIEVE IN WE™

**Leadership Development
Initiative (LDI) Curriculum**

Leadership Practices Inventory (LPI)

Leadership Practices Inventory

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Overview

The Leadership Practices Inventory (like Myers Briggs Type Indicator) is a tool for self-awareness and for growing one's skills as a Leader. The self-assessment tests how frequently certain leadership behaviors are utilized, and the items serve as baseline discrete metrics to improve effectiveness of personal leadership in any circumstance.

A brief overview of the Leadership Practices Inventory that grew out of the research described in the book, *The Leadership Challenge* by Jim Kouzes and Barry Posner is provided. They were curious about how 'ordinary people' achieve 'extraordinary results'. They identified 5 behavior 'themes' that became the 5 Practices of Exemplary Leaders (mnemonic: MICEE):

1. Model the Way
2. Inspire A Shared Vision
3. Challenge the Process
4. Enable others to Act
5. Encourage the Heart

The Leadership Practices Inventory—one of the most widely used leadership assessment tools (and ongoing empirical research tool) continues to reaffirm that leaders who engage in The Five Practices are more effective and successful than those who do not. The Leadership Practices Inventory is a questionnaire that contains 30 behavioral statements -- six for each of The Five Practices of Exemplary Leadership®.

With guidance, participants review their completed LPI-Self in a stepwise way to come to some understanding of themselves and their current leadership practices. The items on the LPI name the behaviors that exemplify leadership behaviors; the higher LPI scores correlate to improved performance, successful teams, and greater commitment, credibility and satisfaction.

The leaders are invited to reflect: What insights from your scores on the Leadership Practices Inventory are relevant to your personal SWOT, your organizational SWOT, and your IDP?

Objectives

After this presentation, participants will:

1. Know the background and value of the LPI
2. Describe the 30 leadership behaviors and personal inventory experience
3. Choose 2-3 behaviors to incorporate into their IDP

Important Teaching Points

- Leadership is a measurable, learnable, and teachable set of behaviors
- The score in each Practice marks an opportunity for improvement and change

- Strengthening your leadership practice is correlated to doing each of the 30 behaviors more frequently
- Myers Briggs Type Indicator and the Leadership Practices Inventory are complementary:
 - MBTI; personal preferences (why we engage ourselves and environment the way we do)
 - LPI: discrete behaviors to improve our leadership skills and practices (result in greater accomplishment in spite of native preferences, or synergistically with them)

Resources / References

1. Kouzes, J.M. & Posner, B.Z. (2008). The Leadership Challenge (4th ed.). San Francisco, CA: Jossey-Bass.
2. LPI: Leadership Practices Inventory. www.lponline.com
3. The Leadership Challenge. <http://www.leadershipchallenge.com/home.aspx>