

# Personal Leadership Effectiveness™



*Personal Leadership Effectiveness™ is the most compelling Value Proposition in today's Changing, Challenging, and Competitive Marketplace!*

## PLE Definition:

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*The skill of leading and governing yourself to reach your full potential.*



*PLE is recognized as the **MISSING PUZZLE PIECE** for any Organization to **MAXIMIZE** its Vision, Mission, and Purpose.*

# Just the Facts



**PLE** is just as important as an individual's educational background, job skills, or work experience.

**PLE** is critical whether an individual is the Chairman of the Board, CEO, Director, Manager, Supervisor, or Valued Employee.

**PLE** is foundational to everyone's overall Performance, Productivity, Team Effectiveness, and Bottom Line Contributions.

**PLE** is the one important **COMMON DENOMINATOR** that can be integrated throughout ALL Operational Levels of any Organization.



## Personal Leadership Effectiveness™

The foundation to every Individual's **Personal Leadership Effectiveness** is a combination of their Character Competencies, Behavior Traits, and their Attitudes, Beliefs, and Commitments.



**PLE SIGNIFICANTLY IMPACTS** either Positively or Negatively the Organization's...



- Vision, Mission, and Purpose
- Operational Efficiencies
- Risks and Liabilities
- Net Operating Income

### *In today's Changing, Challenging, and Competitive Marketplace:*

- ✓ Every **NEW HIRE'S** Character Competencies, Behavior Traits, and their Attitudes, Beliefs, and Commitments should be assessed *prior* to making a final hiring decision.
- ✓ Every **EMPLOYEE'S** **Personal Leadership Effectiveness** should be *developed* through a formal process of **PLE Mentoring** *if* the endgame is improved Employee Retention.

## Improve the predictability of your important Human Capital Decisions by utilizing data that is collected by a psychometrically designed Diagnostic Tool known as the **MERIT Profile**.

The **MERIT Profile™** is a qualitative, *data-driven* diagnostic tool that proficiently assesses an individual's **Character Competencies**, **Behavior Traits**, and their overall **Attitudes**, **Beliefs**, and **Commitments**.



### benefits

## ...OF DIAGNOSTIC DATA



**Improved Hiring Decisions** - Most standard hiring practices examine an individual's educational background, job skills, work experience, professional references, and include drug and background checks.

→ The **MERIT Profile Assessment** adds an additional lens to determine if a Job Applicant:

- Aligns with the Vision, Mission, and Core Values of the Organization.
- Possesses the required *Character Competencies* and *Actionable Behaviors* to be successful in a specific Job Position.



**Improved Employee Engagement** - The **MERIT Profile Assessment** is a multi-faceted diagnostic tool that will foster strong relationships in-house, leading to higher levels of employee engagement and loyalty.

### **IMPORTANT to REMEMBER...**

When an integrated Hiring and Employee Engagement Process is adopted internally around one **Common Denominator (PLE)**, Employee Retention *will* improve.





# The Pathway of **Personal** and **Professional** Leadership Effectiveness.

The **PLE Learning Methodology** is designed to *maximize the strengths* and *develop the growth areas* within an individual's **Attitudes**, **Beliefs**, and **Commitments**.



## **Attitude Principles**

- Take Charge and Be Responsible
- Understand Your Unique Qualities
- Embrace Obstacles and Challenges



## **Belief Principles**

- Identify Your Core Values
- Live with Meaning and Purpose



## **Commitment Principles**

- Balance Your Priorities
- Develop Healthy Relationships
- Cultivate Your Character
- Adapt to Constant Change
- Never Give Up on Important Issues



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## **RECOMMENDATION:**

If you would like to learn how the **PLE Value Proposition** can have a positive impact upon your important Hiring Decisions *and* your Employee Development and Retention Initiatives, then please contact me to request information regarding our proprietary **MERIT Hiring Advantage Platform** and our **PLE Employee Advantage Platform**. I have provided two links below that I believe will captivate your interest.

- ✓ [MERIT Hiring Advantage Platform Benefits: 1-Page Summary](#)
- ✓ [PLE Employee Advantage Platform Benefits: 1-Page Summary](#)

**Maximizing Employee Resources...Implementing Transformation!**