



Improve performance through constant and engaging leadership

- Regularly reflect about the performance and behaviour of your key contributors
- Get an overview about changes of performance over time
- Take motivation leadership action
- Create more objective performance management dialogues to improve motivation

Features

- Out of your mobile device's contact list, you select your key contributors
- You can group them into several stakeholder groups or hierarchies
- Define what intervals you want to reflect about their performance (e.g. weeks, months, quarters)
- Define what competencies you want to reflect on. For the corporate solution, specific competency models can be imported
- Select appropriate leadership action and create action plan
- Write specific comments and notes that:
 - describe the behaviour you observed and how you felt about it
 - describe what leadership action you are taking
- Get regular reminders to not forget the reflections & LS actions

Later version

- Decide when you want to send a reflection directly to a contributor for instant feedback



Effort

- Regular reflection of key contributors performance

Technology

- Hybrid App (iOS / Android)
- BringYourOwnDevice enabled
- Interfaces via XLS export



www.ls-s.com/lead2results

What it can do for you:

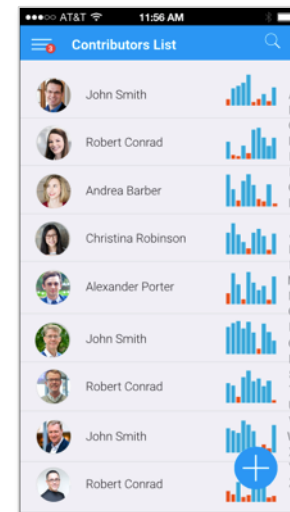
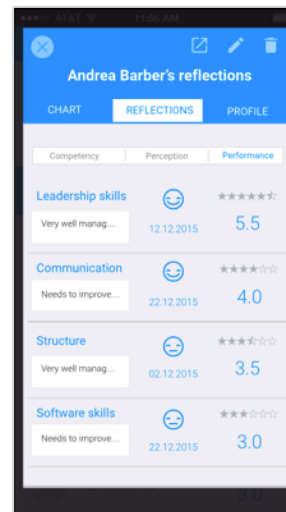
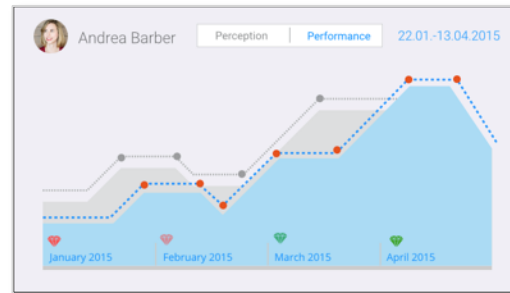
- Create an awareness for the importance of regular and timely feedback
- Regularly collect your impressions, so you are not biased by recent events (“recency effect”) when you have one of your periodic one - to - one feedback sessions
- Track changes of performance in contributor behaviour over time
- Evaluate your own changes in leadership behaviour by reflecting the impact of leadership actions on contributors performance
- Discover your true leadership style: not what you intend but what you really do
- See how your contributors develop through your leadership

Business case

- Improve performance and retention of key contributors through regular and constructive feedback
- When you keep one contributor that intended to leave you, you have an ROI over 1.000 %

Application case:

- A global company used the Leadership app to implement a competency model
- The leadership app helped a company to create more management attention for leadership and timely feedback



Technical features:

- Get custom reminders ✓
- Works offline on mobiles & tablets ✓
- No system integration needed ✓
- Works with every mail app ✓
- BYOD enabled ✓
- 100% anonymity / data security ✓
- Multilanguage ✓
- Use contacts from your mobile ✓
- Import competency models ✓
- Export pdf, xls and ics ✓
- Generates KPI's ✓
- Groups can be defined ✓
- Freemium: 2 Contributors ✓
- InApp Packages: +5 Contributors ✓
- Consulting & Training available ✦
- Implementation of competency model ✦
- Implementation of leadership action ✦
- Content modifiable ✦
- Export pdf, xls and ics ✦
- GPS tracking ✗
- Corporate analysis of averages 🕒
- Task management system 🕒
- Interaction with contributor 🕒
- Minimum people: 1 / Maximum: ∞

✓ Included ✦ Surcharge ✗ No 🕒 Soon

