



# LEADERSHIP CIRCLE PROFILE™

# "Effective leaders outperform ineffective Leaders EVERY TIME"

~W.A (BILL) ADAMS

RESILIGENT offers the Leadership Circle Profile™, a groundbreaking 360-degree leadership assessment tool. As the only company in West Africa with Leadership Circle Profile Practitioners amongst its staff, RESILIGENT provides unparalleled insights into leadership effectiveness.

The Leadership Circle Profile™ (LCP) connects patterns of action with habits of thought, illuminating the path to enhanced leadership performance. This revolutionary assessment tool offers a unique and comprehensive perspective on an individual's leadership capabilities, enabling them to identify areas for growth and development.

By leveraging the expertise of RESILIGENT's Leadership Circle Profile Practitioners, clients can gain a deep understanding of their leadership strengths and weaknesses, empowering them to make informed decisions and drive positive change within their organisations.

The Leadership Circle Profile™ is particularly relevant to the African leadership landscape, where the need for effective and transformative leadership has never been more crucial. Leaders must possess a deep understanding of their own strengths, weaknesses, and blind spots to navigate the unique complexities they face. The Leadership Circle Profile™ offers a comprehensive and objective assessment, empowering leaders to identify areas for growth and development, ultimately enhancing their ability to drive positive change.

By partnering with RESILIGENT, African leaders and organisations can leverage the expertise of trained Leadership Circle Profile™ Practitioners to unlock the full potential of this transformative tool. Through indepth analysis and personalised feedback, clients can gain invaluable insights into their leadership capabilities, equipping them with the knowledge and confidence to lead their teams and organisations to new heights.

As the African continent continues to evolve, the need for visionary and effective leadership has never been more pressing. The Leadership Circle Profile™, with its focus on self-awareness, emotional intelligence, and transformative development, stands as a powerful resource for African leaders and organisations seeking to drive sustainable change and create a brighter future for their communities.

# THE LEADERSHIP ASSESSMENT THAT ILLUMINATES LEADER EFFECTIVENESS

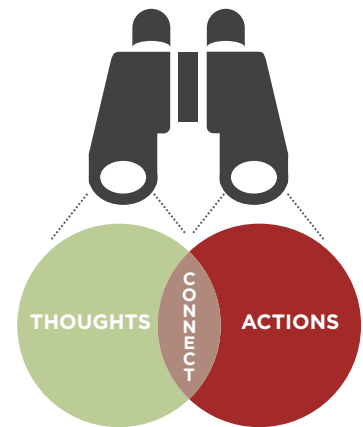
## CONNECTING PATTERNS OF ACTION WITH HABITS OF THOUGHT

The Leadership Circle Profile™ (LCP) is a true breakthrough among 360 degree profiles. It is the first to connect a well-researched battery of competencies with the underlying and motivating habits of thought. It reveals the relationship between patterns of action and internal assumptions that drive behavior. Ultimately, LCP goes to the source of behavior to get greater leverage on change. Furthermore, unlike most profiles that take hours to interpret, LCP integrates all

this information in a way that brings the key issues to the surface instantly.

The data in the LCP reveals itself in seconds. At a glance, the whole gestalt is accessible — putting leaders in touch with what is working, what is not, and why! In most organizations, this treasure trove of information remains buried. The LCP makes it easily accessible while it creates a foundation on which ground breaking change can occur at a higher level and sustainable pace.

New Awareness,  
Perception,  
Recognition & Focus



## HIGHLIGHTING YOUR LEADER'S OPPORTUNITIES FOR DEVELOPMENT

The LCP is the only instrument that measures the two primary leadership domains — *Creative Competencies* and *Reactive Tendencies* — and integrates this information so that key opportunities for development immediately rise to the surface.

**CREATIVE COMPETENCIES** are well-researched competencies measuring how you achieve results, bring out the best in others, lead with vision, enhance your own development, act with integrity and courage, and improve organizational systems.

**REACTIVE TENDENCIES** are leadership styles emphasizing caution over creating results, self-protection over productive engagement, and aggression over building alignment. These self-limiting styles over emphasize the focus on gaining the approval of others, protecting yourself, and getting results through high control tactics.

The LCP is unique in that it reveals a leader's Operating System: Internal assumptions (beliefs) that run behavior in both domains. This allows the manager to see how his/her inner world of thought translates into a productive or unproductive style of leadership. Ultimately, the LCP increases the inner awareness that affects outward behavior.

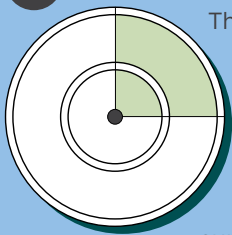
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**RESILIGENT**  
PROFESSIONAL GROWTH & DEVELOPMENT

# LEADERSHIP CIRCLE PROFILE™

To understand the layout of the Profile Graphic, please read the following steps:

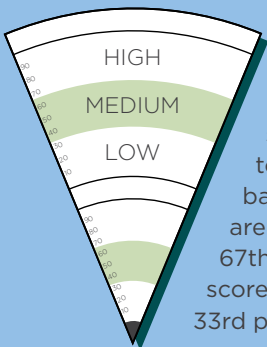
## 1 CIRCLE WITHIN A CIRCLE



The outer circle displays the results for each of the 29 dimensions measured by the LCP. The inner circle dimensions summarize the outer circle dimensions into 8 summary scores. Dimension definitions can be found on the following pages.

The location of dimensions within the circle illustrates the relationship between dimensions. Adjacent dimensions describe similar behavior patterns that are positively correlated. Dimensions on opposite sides of the circle are opposing behavior patterns and are inversely correlated.

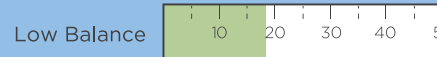
## 2 PERCENTILE SCORES



All scores are displayed as percentile scores compared to a global norm base. High scores are beyond the 67th percentile. Low scores are below the 33rd percentile.

## 3 KEY

Self Assessment   
Others' Assessment



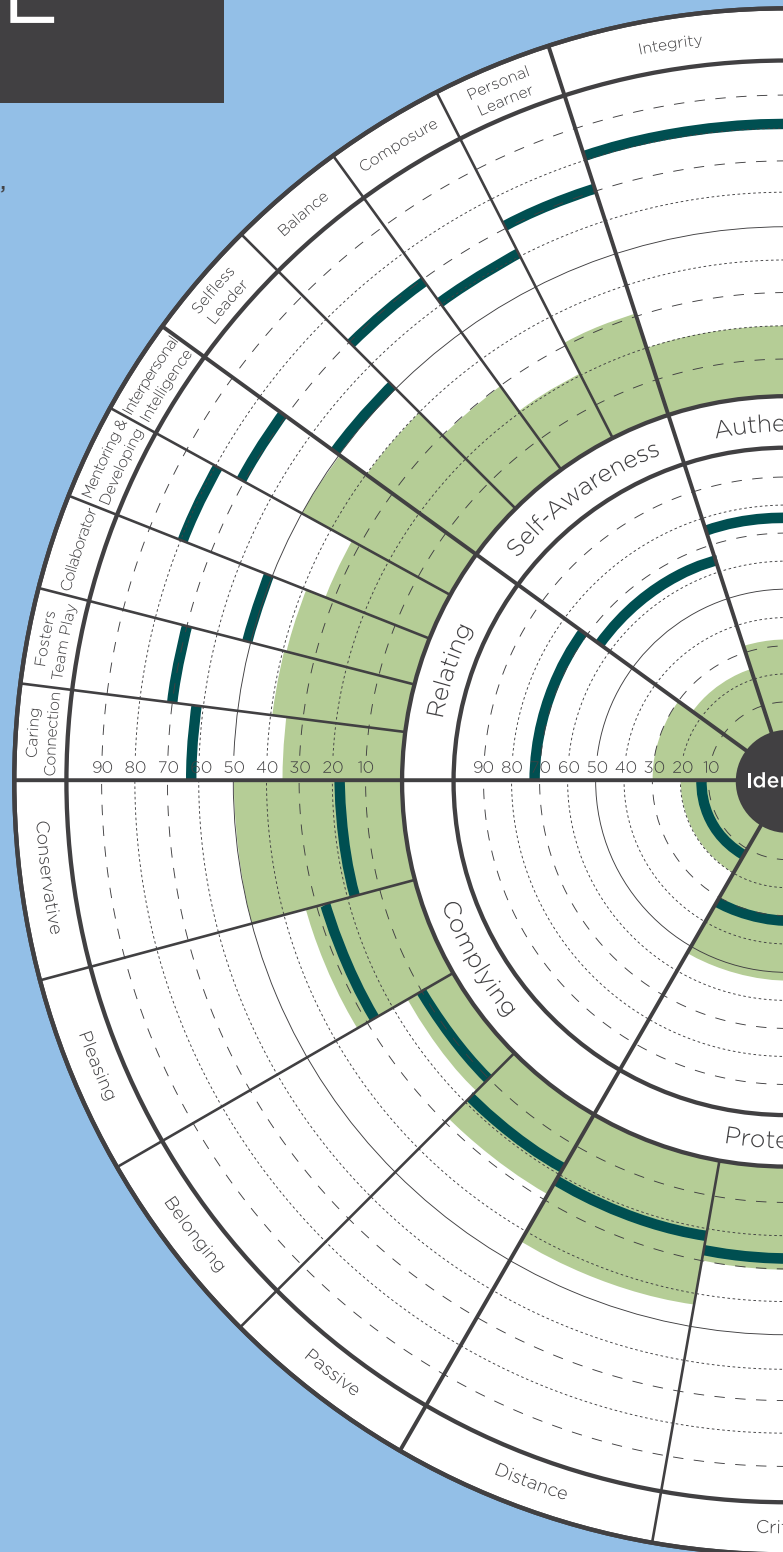
Relationships

CREA



Reactive-Creative Scale

RELATIONSHIP



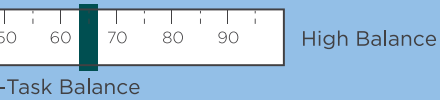
Ident

Prote

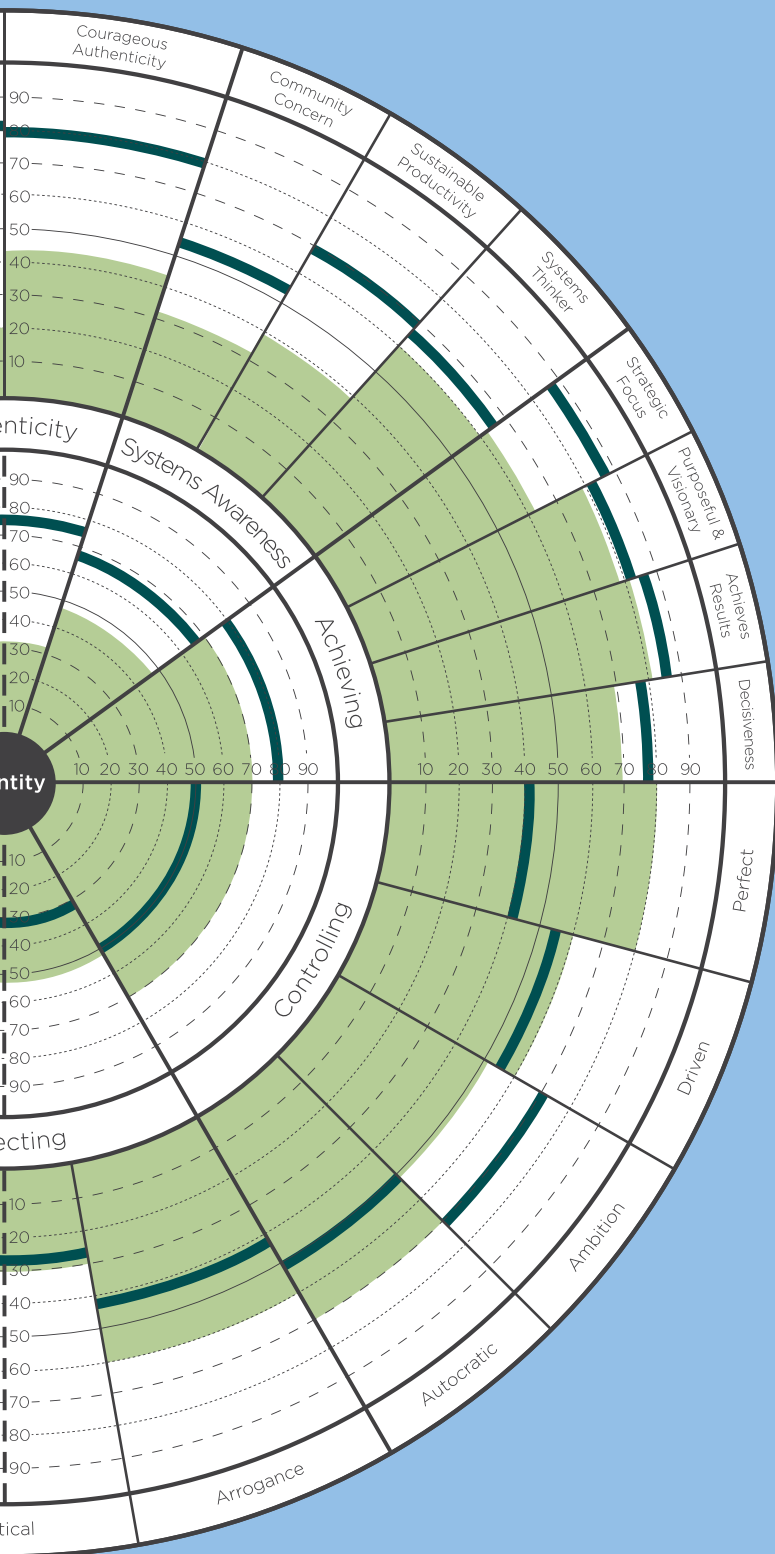
REAC

Leadership

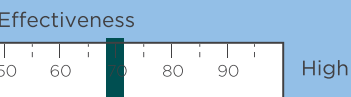




Reactive



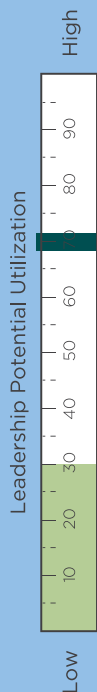
Creative



## 4 SUMMARY DIMENSIONS

In addition to all the dimensions displayed in the inner and outer circle, the rectangular scales located around the circle are intended to bring everything together. They provide useful 'bottom-line' measures as well as measures of key patterns within the data.

**Reactive-Creative Scale** reflects the degree of balance between the Creative dimensions and the Reactive dimensions. The percentile score here gives the leader a sense of how the leader compares to other leaders with respect to the amount of energy the leader puts into Reactive versus Creative behaviors. It suggests the degree to which the leader's leadership, relationships, and goal-oriented behaviors come out of a Creative or Reactive orientation. It also suggests the degree to which the leader's self-concept and inner motivation come from within or are determined by external expectations, rules, or conditions.



**Relationship-Task Balance** measures the degree of balance a leader shows between the Achieving and Relating competencies. It is a measure of the over, under or balanced development of either half of the equation (the people half or the task half) that makes for great leadership.

**Leadership Potential Utilization** is a bottom line measure that compares the overall score of the dimensions measured to that of other leaders who have taken this survey. It sorts through all the high and low scores to answer the question, "So, in the end, how am I doing?"

**Leadership Effectiveness** measures the leader's perceived level of overall effectiveness. Research has shown it to be significantly correlated to business outcomes. It gives the leader an overall measure of how all of the above is translating into perceived effectiveness.

# Benefits of the Leadership Circle Profile for Boards and Executives

The Leadership Circle Profile™ (LCP) provides invaluable insights that empower boards and executives to navigate complex leadership challenges and drive organisational success. By revealing a leader's underlying "operating system" - the deep-seated beliefs and mental models that shape their behaviors and decision-making - the LCP equips executives with heightened self-awareness. This self-knowledge is the crucial first step towards making sustainable changes that unlock a leader's full potential.

For boards, the LCP offers a powerful tool to assess the strengths and development areas of current and prospective executives. This data-driven evaluation allows boards to make more informed decisions around leadership hiring, succession planning, and targeted coaching. By identifying leaders' reactive tendencies and creative competencies, boards can ensure they are building a leadership team that is well-equipped to guide the organisation through complex challenges.

Ultimately, the Leadership Circle Profile™ empowers boards and executives to cultivate a culture of leadership excellence. By providing the insights needed to address underlying limiting beliefs and habits, the LCP creates a pathway for leaders to expand their positive impact and drive transformational change within the organisation.



**LEADERSHIP**  
CIRCLE PROFILE™

# Our Leadership Circle Profile Experts



## Remi Adebajo

is a seasoned executive and leadership coach, one of only three ICF Master Certified Coaches (MCC) in West Africa. He has over 25 years of experience consulting top-tier clients and held senior roles, including Chief Risk Officer. He is one of two Leadership Circle Profile Practitioners in West Africa.



## Kwasi Owusu-Asomaning

is an executive coach with over 15 years of experience across diverse sectors. He is an ICF PCC accredited coach, Erickson Solution-Focused coach, and EMCC Senior Practitioner Coach, known for his systemic thinking and co-creation approach. He is one of two Leadership Circle Profile Practitioners in West Africa.

# Our Approach to the Leadership Circle Profile

The Leadership Circle Profile™ assessment process involves a multi-rater approach, where a minimum of 10 assessors from different levels within the organisation are nominated to provide feedback on the leader being evaluated. This 360-degree perspective allows for a comprehensive understanding of the leader's strengths, development areas, and underlying mental models.

Once the assessors are selected, they complete the confidential online assessment, which take approximately 30-45 minutes. The leader also completes a self-assessment. The assessor feedback and the leader's self-perception are then compiled into a detailed report, which is presented and discussed with the leader during a feedback session.

This data-driven approach empowers leaders to gain heightened self-awareness, identify their unique operational patterns, and develop targeted strategies to unlock their full potential. By addressing the foundational beliefs and mental models that shape their behaviors, leaders can make sustainable changes that drive transformational impact within the organisation.

# Let's Discuss Further

## Contact Opeyemi Bello

Reach out to our Business Development Expert, Opeyemi Bello, to learn more about how the Leadership Circle Profile can benefit your organisation.

## Phone

Give us a call at **+234 (0) 913 3061635** to discuss your needs

## Email

Send an email to **[opeyemi@resiligent.com](mailto:opeyemi@resiligent.com)** to inquire about our services.