



FINE POINTS.
PROFESSIONALS Ltd.

Stress-free LPI Administration

Custom Reports

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WE ARE PLEASED TO PRESENT OUR CUSTOM REPORTS PACKAGE TO YOU

Fine Points Professionals Ltd. was founded by Amy Savage, Carol Wolper, and Cheryl Boys in November 2004. Collectively we have 30 years of experience working with the Leadership Practices Inventory® (LPI) and The Leadership Challenge®. As The Leadership Challenge® Authorized Service Center, our forte is offering stress-free LPI administration to clients worldwide.

CUSTOM REPORTS

Currently there are 7 Custom Report Options, which are created to meet your company's unique needs. These reports are designed to display and analyze your LPI data in ways that will facilitate the training process and highlight the lessons that can be learned from the LPI results. Tools used to visually depict the LPI data are Excel spreadsheets, bar and line graphs, the LPI Percentile Ranking Graph, PowerPoint, and the Leadership Behaviors Ranking Graph.

Samples of our current reports may be found on the following pages and on our website at www.finepointsprofessionals.com.

APPLAUSE FROM OUR CLIENTS

"The custom report that Fine Points provides us for Herman Miller really allows us to focus on results. The company has made a significant investment in talent development, and the composite scoring on the 30 behaviors allows me to "tweak" the approach. It is great to be able to provide my client with real world, real time data. Like most great companies, HMI wants a return on their training investment. This composite report allows us to track improvement over time."

*Michael Neiss, Master Facilitator for The Leadership Challenge® Workshop, Herman Miller Inc.
(Option 4 Group Leadership Behaviors Ranking Analysis)*

"Fine Points Professionals provided our program a vital service that allowed us to quickly analyze and provide feedback on over 300 individuals regarding their 360° results from the LPI. The format provided made it easy for us to compare and link the LPI data to other data sources from our program."

*Dr. Stephanie Solansky, University of Houston Victoria
(Option 7 LPI Data Download Spreadsheet)*

LPI ADMINISTRATION

Our LPI administration work is noteworthy for:

- guiding the client and LPI participants through the LPI process and its details
- immediate availability to leaders and observers for LPI troubleshooting assistance
- weekly LPI tallies to the client and weekly reminders to the individual leaders during the LPI process
- producing quality, confidential LPI reports in hard copy or PDF format

THE LEADERSHIP CHALLENGE® WORKSHOP ADMINISTRATION

Our workshop administration includes ordering the TLC workshop materials for you, shipping the materials to your designated location, tracking the materials to ensure timely delivery, and guaranteeing the accuracy and quality of the shipment when delivered.

Fine Points Professionals Ltd.
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CUSTOM REPORTS AND SERVICES

Pricing available upon request

Option 1: Group Percentile Ranking Graph

This custom graph represents the percentile rankings of a group of leaders compared to several thousand people who have taken the LPI. Some trainers prefer this as a more useful visual than the standard group summary.

Option 2: The Five Practices® Comparative Graph

This versatile custom graph (either line graph or bar graph) compares The Five Practices® Average Scores (from either the Online or Scoring Software).

The comparison may represent any of the following:

- **Single leader:** over multiple LPI administrations
- **Single group:** over multiple LPI administrations
- **One group to another group:** within an organization

Option 3: The Five Practices® Comparative Data Report

This report compares your most recent scores with your scores from previous LPIs - organized by Practice. This report can be used to compare scores for up to four LPI administrations per individual. We can also create this report for someone who is in 2 different LPI administrative accounts.

Standard Version:

All administrations are completed in the Pfeiffer LPI Online and administered by FPP

Custom Version:

Administrations of the LPI are from multiple data sources
(Multiple online administrative accounts or an online LPI compared with a paper LPI)

Option 4: Group Leadership Behaviors Ranking Analysis

This custom data report identifies the ranking of the 30 behaviors based on the average Self and Observer scores in a group of any size. It may include all the individuals in a single workshop, or selected individuals from multiple workshops across an organization.

Option 5: The Five Practices® Percentile Ranking Comparative Graph

This custom report plots average Five Practices scores on the Percentile Ranking Graph and allows for various comparisons:

- Observer scores by categories: Manager, Direct Report, Co-worker, and Other
- All individuals in a single workshop
- Selected individuals from multiple workshops across an organization

Option 6: LPI Observer Data Summary

Using pie charts, bar graphs, and tables this summary analyzes the number of Observer responses by categories – Manager, Direct Report, Co-worker, and Other.

Option 7: LPI Data Download Spreadsheet

The LPI Data is downloaded from either the LPI Online or LPI Scoring Software and imported into a spreadsheet where it may be manipulated and analyzed by the client as desired.

The client report consists of a spreadsheet (.xls format) which shows the Observer averages and the standard deviation for each of the Five Practices.

Please ask about pricing for further customization of the spreadsheet as needed.

Please let us know if you would like to see your data displayed differently than any of the above. If you have a reporting need that is not addressed by one of the above reports, we would be happy to give you pricing for development of a report that will meet your company's needs.



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Stress-free LPI Administration

Group Percentile Ranking Graph

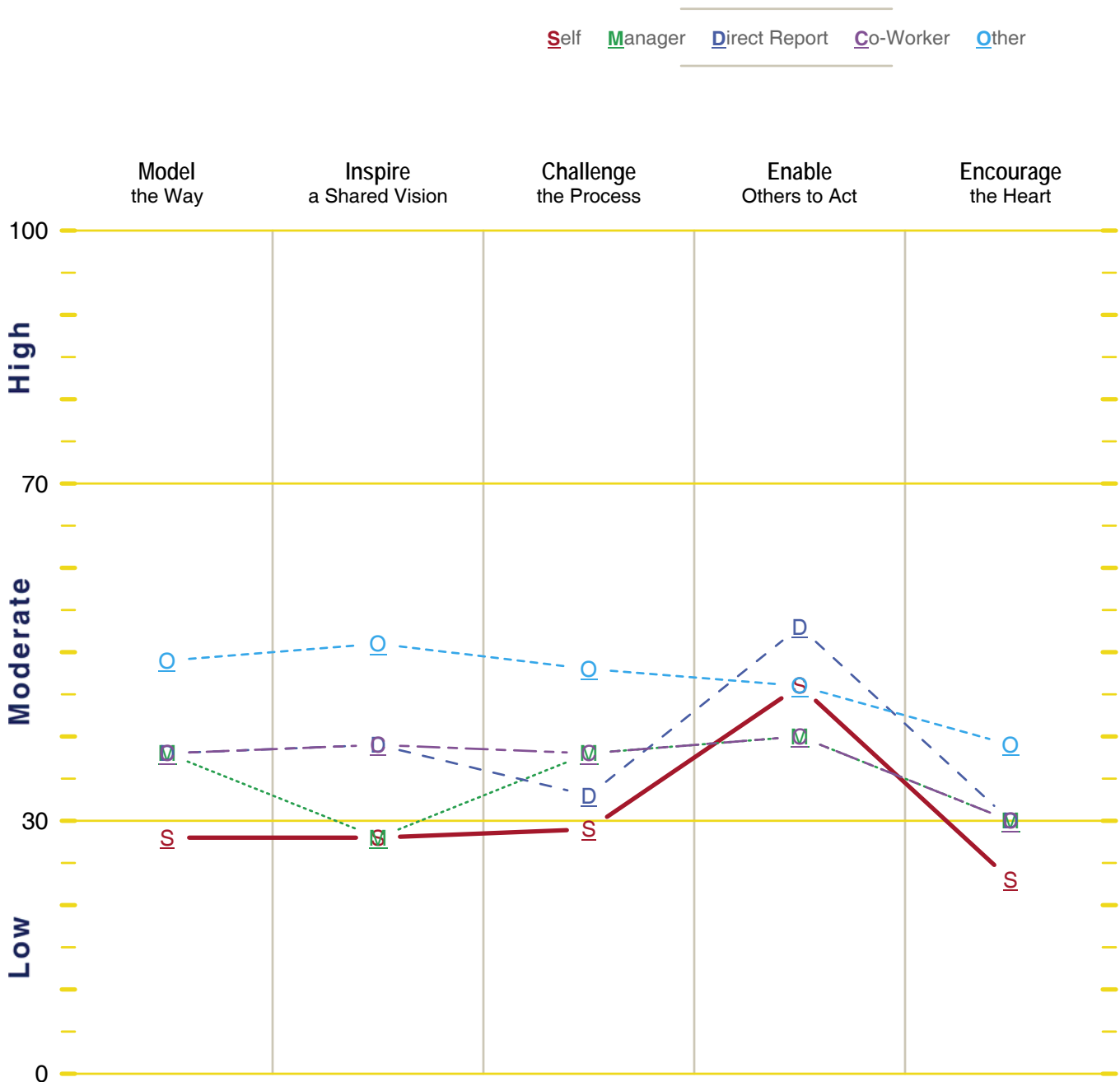
This custom graph represents the percentile rankings of a group of leaders as compared to several thousand people who have taken the LPI. Some trainers prefer this as a more useful visual than the standard group summary.

Option 1



Percentile Ranking

This page compares (Company Name) (Workshop Date) Self and Observer scores to the scores of several thousand people who have taken this version of the LPI. The horizontal lines at the 30th and 70th percentiles divide the graph into three segments, roughly approximating a normal distribution of scores.





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Stress-free LPI Administration

The Five Practices[®] Comparative Bar and Line Graphs

This versatile custom graph (either line or bar graph) compares The Five Practices[®] Average Scores (from the Online or Scoring Software). **The comparison may represent any of the following:**

Single leader or Single group:
over multiple LPI administrations

One group to another group
within an organization

Option 2

OPTION 2

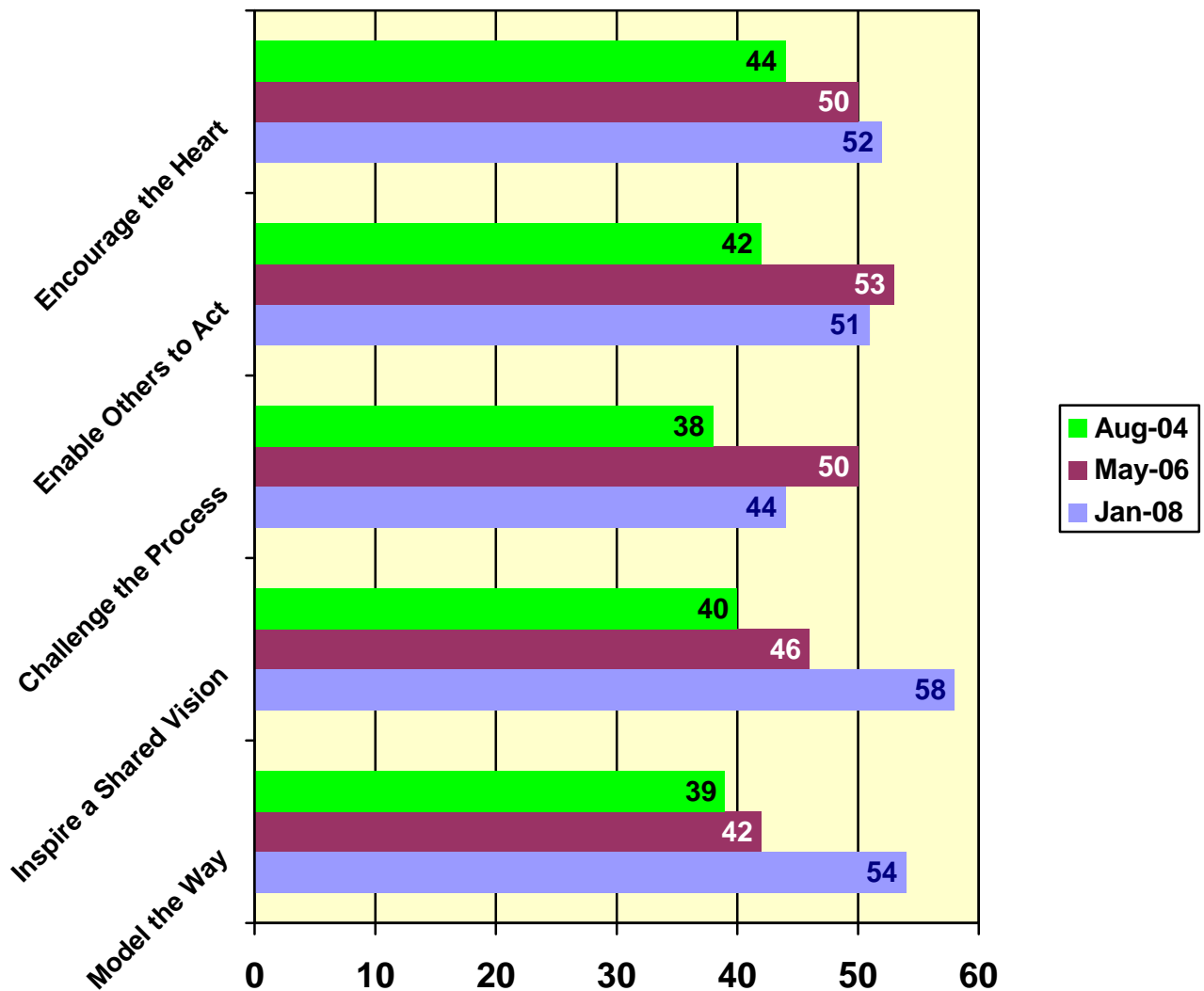


The Five Practices® Comparative Data (Bar) Graph

(LEADER or ORGANIZATION NAME)

(DATE)

Observer Averages



OPTION 2

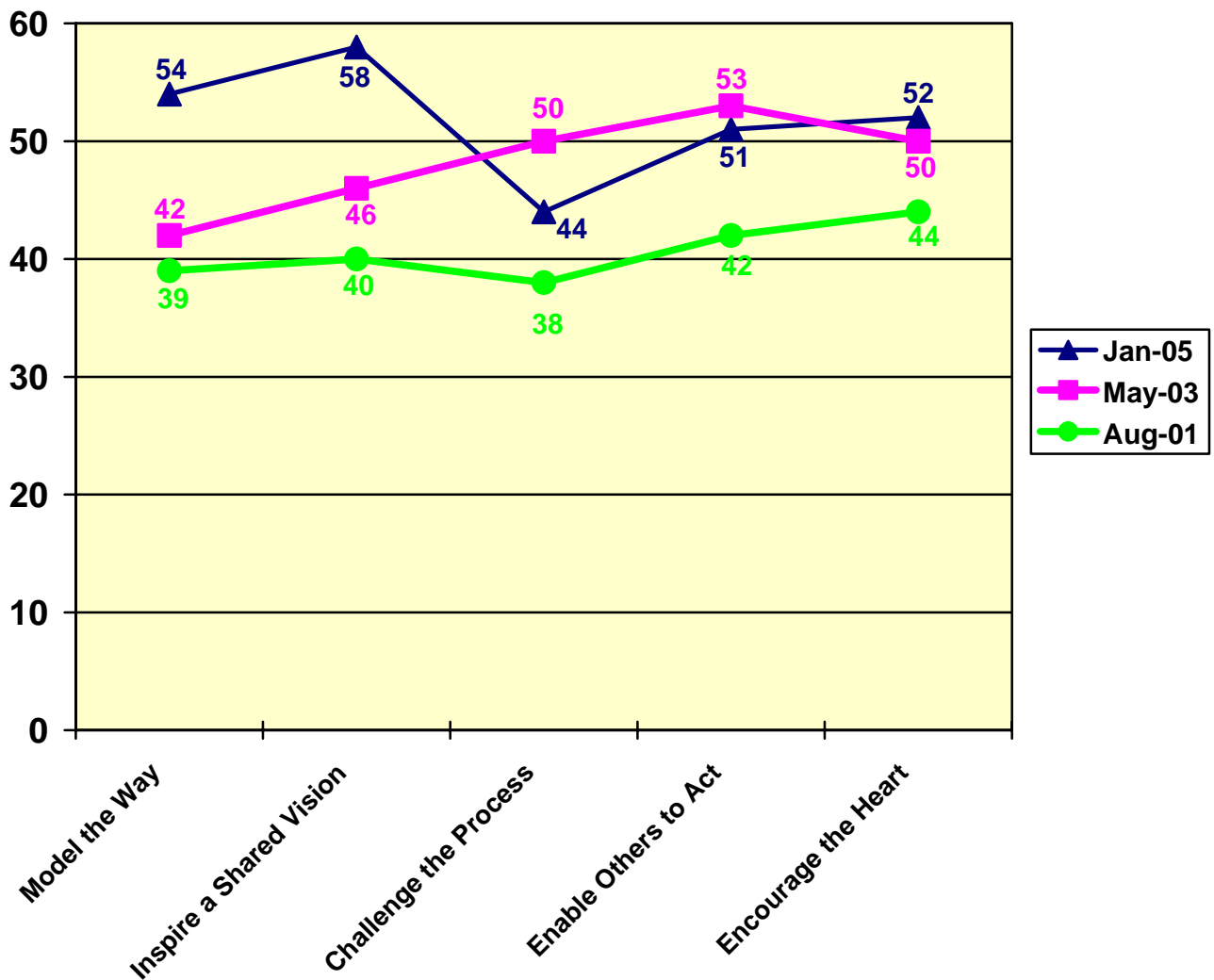


The Five Practices® Comparative Data (Line) Graph

(LEADER or ORGANIZATION NAME)

(DATE)

Observer Averages





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The Five Practices[®] Comparative Data Report






This report compares your most recent scores with your scores from previous LPIs organized by Practice. This report can be used to compare scores for up to four LPI administrations per individual. We can also create this report for someone who is in two different LPI administrative accounts.

Option 3



Comparative Data by Practice

This page compares your most recent scores with the scores from your previous LPI, organized by Practice. The Change column shows the numerical change in Self scores and Observers' scores for each Practice.

		Change	Current 06 28 2007	Past 02 23 2004
 Model the Way	Self	1.0	46.0	45.0
	Observers	7.5	49.1	41.6
 Inspire a Shared Vision	Self	3.0	36.0	33.0
	Observers	8.9	44.8	35.9
 Challenge the Process	Self	0.0	44.0	44.0
	Observers	7.2	47.1	39.9
 Enable Others to Act	Self	3.0	51.0	48.0
	Observers	2.4	49.7	47.3
 Encourage the Heart	Self	6.0	43.0	37.0
	Observers	10.9	49.4	38.5

Comparative Data by Leadership Behavior

This page compares your most recent scores with the scores from your previous LPI, organized by leadership behavior. The Change column shows the numerical change in Self scores and Observers' scores for each behavioral item.

		Change	Current 06 28 2007	Past 02 23 2004
14. Treats others with dignity and respect	Self	0.0	10.0	10.0
	Observers	0.2	9.4	9.2
3. Seeks challenging opportunities to test skills	Self	0.0	9.0	9.0
	Observers	1.8	9.0	7.2
4. Develops cooperative relationships	Self	0.0	9.0	9.0
	Observers	0.9	8.9	8.0
5. Praises people for a job well done	Self	0.0	8.0	8.0
	Observers	1.9	8.9	7.0
11. Follows through on promises and commitments	Self	0.0	8.0	8.0
	Observers	0.9	8.8	7.8
9. Actively listens to diverse points of view	Self	0.0	8.0	8.0
	Observers	0.7	8.5	7.8
30. Gives team members appreciation and support	Self	1.0	7.0	6.0
	Observers	1.4	8.4	7.0
1. Sets a personal example of what is expected	Self	2.0	10.0	8.0
	Observers	-0.3	8.4	8.7
24. Gives people choice about how to do their work	Self	1.0	8.0	7.0
	Observers	0.1	8.2	8.2
26. Is clear about his/her philosophy of leadership	Self	-1.0	7.0	8.0
	Observers	1.0	8.2	7.2
25. Finds ways to celebrate accomplishments	Self	0.0	6.0	6.0
	Observers	2.3	8.2	5.9
10. Expresses confidence in people's abilities	Self	1.0	7.0	6.0
	Observers	2.0	8.1	6.1
20. Recognizes people for commitment to shared values	Self	1.0	7.0	6.0
	Observers	1.5	8.1	6.6
19. Supports decisions other people make	Self	1.0	8.0	7.0
	Observers	0.9	8.1	7.2
2. Talks about future trends influencing our work	Self	2.0	8.0	6.0
	Observers	1.0	8.0	7.0

Comparative Data by Leadership Behavior *(continued...)*

		Change	Current 06 28 2007	Past 02 23 2004
21. Builds consensus around organization's values	Self	0.0	7.0	7.0
	Observers	1.5	8.0	6.5
22. Paints "big picture" of group aspirations	Self	1.0	6.0	5.0
	Observers	1.2	8.0	6.8
16. Asks for feedback on how his/her actions affect people's performance	Self	2.0	8.0	6.0
	Observers	2.7	8.0	5.3
18. Asks "What can we learn?"	Self	2.0	9.0	7.0
	Observers	1.1	7.9	6.8
23. Makes certain that goals, plans, and milestones are set	Self	1.0	6.0	5.0
	Observers	2.0	7.9	5.9
6. Makes certain that people adhere to agreed-on standards	Self	-2.0	6.0	8.0
	Observers	1.7	7.8	6.1
27. Speaks with conviction about meaning of work	Self	0.0	6.0	6.0
	Observers	1.5	7.8	6.2
15. Creatively rewards people for their contributions	Self	3.0	8.0	5.0
	Observers	1.9	7.8	5.9
13. Searches outside organization for innovative ways to improve	Self	-1.0	6.0	7.0
	Observers	1.0	7.6	6.6
8. Challenges people to try new approaches	Self	-2.0	7.0	9.0
	Observers	0.7	7.5	6.8
7. Describes a compelling image of the future	Self	-1.0	5.0	6.0
	Observers	2.0	7.3	5.3
12. Appeals to others to share dream of the future	Self	0.0	5.0	5.0
	Observers	1.8	7.1	5.3
28. Experiments and takes risks	Self	0.0	7.0	7.0
	Observers	0.5	7.1	6.6
17. Shows others how their interests can be realized	Self	1.0	6.0	5.0
	Observers	1.3	6.6	5.3
29. Ensures that people grow in their jobs	Self	1.0	8.0	7.0
	Observers	-0.3	6.6	6.9



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Group Leadership Behaviors Ranking Analysis

This custom data report identifies the ranking of the 30 behaviors based on the average Self and Observer scores in a group of any size. It may include all the individuals in a single workshop, or selected individuals from multiple workshops across an organization.

Option 4

**Sample Corporation Inc.
Leadership Behaviors Ranking - Observers**

This report shows the composite ranking of the 30 leadership behaviors based on the average Observers' scores in the groups that are identified. These behaviors (taken from the Leadership Practices Inventory) are ranked from most frequent (green background) to least frequent (red background).

Option 4

- Report Date: **6/3/2008**
- Number of Leaders: **9**
- Workshops included: **03/1/08**

This data was extracted from the Leadership Practices Inventory (LPI) by James Kouzes and Barry Posner.

High		Practice	Observers
14	Treats people with dignity and respect	Enable	9.8
4	Develops cooperative relationships	Enable	9.4
5	Praises people for a job well done	Encourage	9.3
11	Follows through on promises and commitments	Model	9.3
30	Gives team members appreciation and support	Encourage	9.3
9	Actively listens to diverse points of view	Enable	9.1
20	Recognizes people for commitment to shared values	Encourage	9.1
10	Expresses confidence in people's abilities	Encourage	9.0
15	Creatively rewards people for their contributions	Encourage	8.9
23	Makes certain that goals, plans, and milestones are set	Challenge	8.9
24	Gives people choice about how to do their work	Enable	8.9
19	Supports decisions other people make	Enable	8.6
25	Finds ways to celebrate accomplishments	Encourage	8.6
6	Makes certain that people adhere to agreed-on standards	Model	8.4
22	Paints "big picture" of group aspirations	Inspire	8.4
26	Is clear about his/her philosophy of leadership	Model	8.4
1	Sets a personal example of what is expected	Model	8.3
29	Ensures that people grow in their jobs	Enable	8.3
18	Asks "What can we learn?"	Challenge	8.0
21	Builds consensus around organization's values	Model	8.0
17	Shows others how their interests can be realized	Inspire	7.9
2	Talks about future trends influencing our work	Inspire	7.6
27	Speaks with conviction about meaning of work	Inspire	7.6
3	Seeks challenging opportunities to test skills	Challenge	7.3
8	Challenges people to try new approaches	Challenge	7.3
13	Searches outside organization for innovative ways to improve	Challenge	7.1
28	Experiments and takes risks	Challenge	7.1
12	Appeals to others to share dream of the future	Inspire	7.0
7	Describes a compelling image of the future	Inspire	6.9
16	Asks for feedback on how his/her actions affect people's performance	Model	6.9
Low			

The rating scale runs from 1 to 10

1 - Almost Never 2 - Rarely 3 - Seldom 4 - Once in a While 5 - Occasionally
6 - Sometimes 7 - Fairly Often 8 - Usually 9 - Very Frequently 10 - Almost Always

**Sample Corporation Inc.
Leadership Behaviors Ranking - Self**

Option 4

This report shows the composite ranking of the 30 leadership behaviors based on the average SELF scores in the groups that are identified. These behaviors (taken from the Leadership Practices Inventory) are ranked from most frequent (green background) to least frequent (red background).

- Report Date: **6/3/2008**
- Number of Leaders: **9**
- Workshops included: **3/1/08**

This data was extracted from the Leadership Practices Inventory (LPI) by James Kouzes and Barry Posner.

High	Practice	Self
14	Treats people with dignity and respect	Enable 10.0
1	Sets a personal example of what is expected	Model 9.0
4	Develops cooperative relationships	Enable 9.0
8	Challenges people to try new approaches	Challenge 9.0
11	Follows through on promises and commitments	Model 9.0
15	Creatively rewards people for their contributions	Encourage 9.0
22	Paints "big picture" of group aspirations	Inspire 9.0
27	Speaks with conviction about meaning of work	Inspire 9.0
28	Experiments and takes risks	Challenge 9.0
29	Ensures that people grow in their jobs	Enable 9.0
2	Talks about future trends influencing our work	Inspire 8.0
6	Makes certain that people adhere to agreed-on standards	Model 8.0
10	Expresses confidence in people's abilities	Encourage 8.0
19	Supports decisions other people make	Enable 8.0
21	Builds consensus around organization's values	Model 8.0
23	Makes certain that goals, plans, and milestones are set	Challenge 8.0
24	Gives people choice about how to do their work	Enable 8.0
25	Finds ways to celebrate accomplishments	Encourage 8.0
26	Is clear about his/her philosophy of leadership	Model 8.0
30	Gives team members appreciation and support	Encourage 8.0
5	Praises people for a job well done	Encourage 7.0
7	Describes a compelling image of the future	Inspire 7.0
9	Actively listens to diverse points of view	Enable 7.0
12	Appeals to others to share dream of the future	Inspire 7.0
17	Shows others how their interests can be realized	Inspire 7.0
18	Asks "What can we learn?"	Challenge 7.0
20	Recognizes people for commitment to shared values	Encourage 7.0
3	Seeks challenging opportunities to test skills	Challenge 6.0
13	Searches outside organization for innovative ways to improve	Challenge 6.0
16	Asks for feedback on how his/her actions affect people's performance	Model 4.0
Low		

The rating scale runs from 1 to 10

- | | | | |
|------------------|------------------|-------------|---------------------|
| 1 - Almost Never | 2 - Rarely | 3 - Seldom | 4 - Once in a While |
| 6 - Sometimes | 7 - Fairly Often | 8 - Usually | 9 - Very Frequently |
| | | | 5 - Occasionally |
| | | | 10 - Almost Always |



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The Five Practices[®] Percentile Ranking Comparative Graph

This custom report plots average Five Practices[®] scores on the Percentile Ranking Graph and allows for various comparisons:

Observer scores by categories:
Manager, Direct Report, Co-worker, and Other

All individuals:
from a single workshop

Selected individuals:
from multiple workshops across an organization

Option 5

Percentile Ranking Option 5

Sample Company – Self Scores

Percentile	Model the Way	Inspire a Shared Vision	Challenge the Process	Enable Others to Act	Encourage the Heart
100	60	60	60	60	60
.	59	59	59	59	
.	58		58		
.		58			59
.		57		58	
.	57		57		
.		56		57	
.		56			58
.	56		55		
.		55		56	
90	55		54		57
.		54		55	
.	54		53		56
.		53		54	
.	53		52		55
.		52		53	
80		52		52	
.		51		51	54
.	52		51		
.		50		53	53
.	51		50		52
70					
.		49			51
.	50		49		
.		48		52	50
.			49		
60		47		51	
.	49		48		49
.		46		50	
.	48		47		48
.		45		49	
50		44		48	
.	47		46		47
.		43		47	
.	46		45		46
.		42		46	
40		41		45	
.	45		44		45
.		40		44	
.	44		43		44
30					
.	31		42		43
.		39		46	
.	43		41		42
.		38		45	
.	42		40		41
.		37		44	
20		36		43	
.	41		39		39
.		35		42	
.	40		38		38
.		34		41	
.	39		37		37
.		33		40	
10		32		39	
.	38		36		36
.		31		38	35
.	37		35		
.		30		40	33 34
.	36		34		32
.		29		39	
.	35		33		31
.		28		38	
.	34		31 32		30
.		26 27		36 37	
.	33		30		27 28 29
.		25		34 35	
.	31 32		28 29		25 26
.		22 23 24		31 32 33	
.	28 29 30		24 25 26 27		22 23 24
1	22 23 24 25 26	18 19 20 21		24 25 26 27 28 29	
				30	

Feb 2005
May 2005
Jan 2006

July 25, 2006

Percentile Ranking

Sample Company – Manager Scores

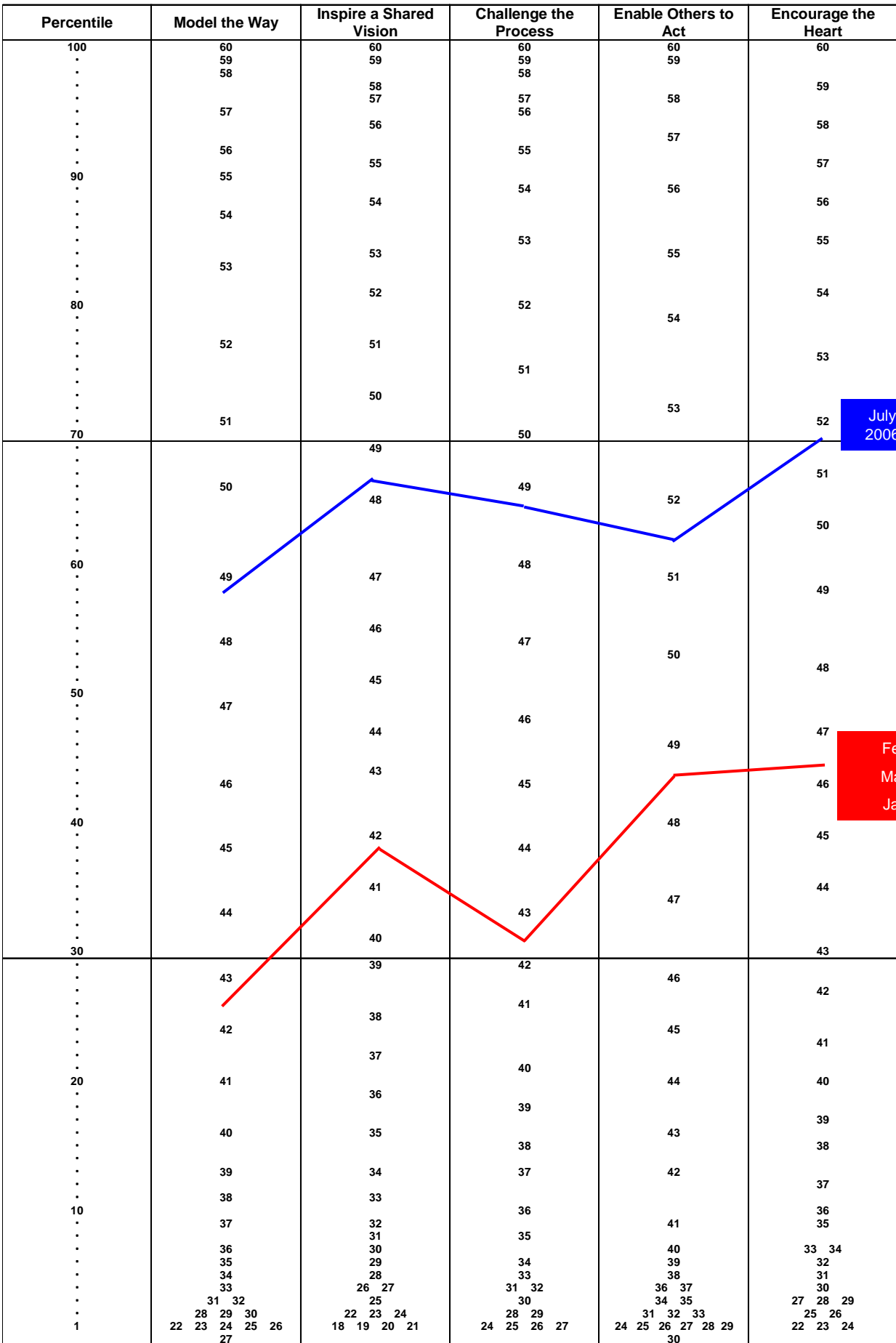
Percentile	Model the Way	Inspire a Shared Vision	Challenge the Process	Enable Others to Act	Encourage the Heart
100	60	60	60	60	60
.	59	59	59	59	
.	58		58		
.		58			59
.	57	57	57	58	
.		56	56		
.	56	55	55	57	58
.		55			57
90	55		54	56	
.		54			56
.	54	53	53	55	55
.		53			
.	53	52	52	54	54
.		51			
80	52		51	53	53
.		50			
.	51		50	53	52
70		49			
.	50	48	49	52	51
.		48			50
.	49	47	48	51	49
60		46	47	50	
.	48	45	46	49	48
.		45			
.	47	44	46	48	47
50		43	45	47	46
.	46	42	44	48	45
.		41	43	47	44
.	45	40	42	46	43
.		39	41	45	
40	44	38	40	44	42
.		37	39	43	41
.	43	36	38	42	40
.		35	37	41	39
.	42	34	36	40	38
.		33	35	39	37
.	41	32	34	38	36
20		31	33	37	35
.	40	30	32	36	34
.		29	31	35	33
.	39	28	30	34	32
.		27	29	33	31
.	38	26	28	32	30
10		25	27	31	29
.	37	24	26	30	28
.		23	25	29	27
.	36	22	24	28	26
.		21	23	27	25
.	35	20	22	26	24
.		19	21	25	23
.	34	18	20	24	22
.		17	19	23	21
.	33	16	18	22	20
.		15	17	21	19
.	32	14	16	20	18
.		13	15	19	17
.	31	12	14	18	16
.		11	13	17	15
.	30	10	12	16	14
.		9	11	15	13
.	29	8	10	14	12
.		7	9	13	11
.	28	6	8	12	10
.		5	7	11	9
.	27	4	6	10	8
1	22 23 24 25 26	18 19 20 21	24 25 26 27	24 25 26 27 28 29	22 23 24

Feb 2005
May 2005
Jan 2006

July 2006

Percentile Ranking

Sample Company – Direct Report Scores



Percentile Ranking

Sample Company – Coworker Scores

Percentile	Model the Way	Inspire a Shared Vision	Challenge the Process	Enable Others to Act	Encourage the Heart
100	60	60	60	60	60
.	59	59	59	59	
.	58		58		59
.		58		58	
.		57	57	57	58
.	57		56		
.		56		57	57
.	56		55		
.		55		56	56
90	55		54		
.		54		55	55
.	54		53		
.		53		54	54
.	53		52		
.		52		53	53
80	52		51		
.		51		52	52
.	51		50		
.		50		51	51
.		49		50	50
.	50		49		
.		48		52	49
.	49		48		48
.		47		51	47
.	48		47		46
.		46		50	45
.	47		46		44
.		44		49	44
.	46		45		43
.		43		48	43
.	45		44		42
.		42		47	41
.	44		43		40
.		41		46	42
.		40		45	41
.	43		42		40
.		39		44	39
.	42		41		38
.		38		43	37
.	41		40		36
.		37		42	35
.	40		39		34
.		36		41	33
.	39		38		32
.		35		40	31
.	38		37		30
.		34		39	29
.	37		36		28
.		33		38	27
.	36		35		26
.		31		37	25
.	35		34		24
.		30		36	23
.	34		33		22
.		28		35	21
.	33		32		20
.		26		34	19
.	32		31		18
.		25		33	17
.	31		30		16
.		24		32	15
.	30		29		14
.		23		31	13
.	28		28		12
.		22		30	11
.	29		27		10
.		21		29	9
.	27		26		8
.		20		28	7
.	26		25		6
.		19		27	5
.	25		24		4
.		18		26	3
.	24		23		2
.		17		25	1
.	23		22		0
.		16		24	
.	22		21		
.		15		23	
.	21		20		
.		14		22	
.	20		19		
.		13		21	
.	19		18		
.		12		20	
.	18		17		
.		11		19	
.	17		16		
.		10		18	
.	16		15		
.		9		17	
.	15		14		
.		8		16	
.	14		13		
.		7		15	
.	13		12		
.		6		14	
.	12		11		
.		5		13	
.	11		10		
.		4		12	
.	10		9		
.		3		11	
.	9		8		
.		2		10	
.	8		7		
.		1		9	
.	7		6		
.		0		8	
.	6		5		
.				7	
.	5		4		
.				6	
.	4		3		
.				5	
.	3		2		
.				4	
.	2		1		
.				3	
.	1		0		
.				2	
.	0			1	
.				0	

July 2006

Feb 2005
May 2005
Jan 2006

Percentile Ranking

Sample Company – Other Scores

Percentile	Model the Way	Inspire a Shared Vision	Challenge the Process	Enable Others to Act	Encourage the Heart
100	60	60	60	60	60
.	59	59	59	59	
.	58		58		59
.		58		58	
.		57	57	58	
.	57		56		58
.		56		57	
.	56		55		57
.		55		56	
90	55		54		56
.		54		55	
.	54		53		55
.		53		54	
.	53		52		54
.		52		53	
80		51	51		53
.	52		50		52
.		50		53	
.	51		50		
70		49			51
.	50		49	52	
.		48			50
.		47	48		49
60	49		47	50	
.		46			49
.	48		47		
.		45		50	
.		44	46		47
50	47		45		46
.		43		49	
.	46		44		46
.		42		48	
40	45		44		45
.		41		47	
.	44		43		44
.		40			
30					43
.	43	39	42	46	
.					42
.	42	38	41	45	
.					41
.	41	37	40	44	
20					40
.		36	39		
.	40	35	38	43	
.					39
.	39	34	37	42	
.					38
.	38	33	36	41	
10					37
.	37	32	35	40	
.		31			36
.	36	30	34	39	
.		29			33
.	35	28	33	38	
.					31
.	34	26 27	31 32	36 37	
.		25	30	34 35	30
.	33	22 23 24	28 29	31 32 33	
.					27 28 29
.	31 32		30		25 26
.	28 29 30		24 25 26 27	24 25 26 27 28 29	
1	22 23 24 25 26	18 19 20 21			22 23 24
	27			30	

July 2006

Feb. 2005
May 2005
Jan. 2006



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Stress-free LPI Administration

LPI Observer Data Summary

Using pie charts, bar graphs, and tables, this summary analyzes the number of Observer responses by categories: Manager, Direct Report, Co-worker, and Other.

Option 6

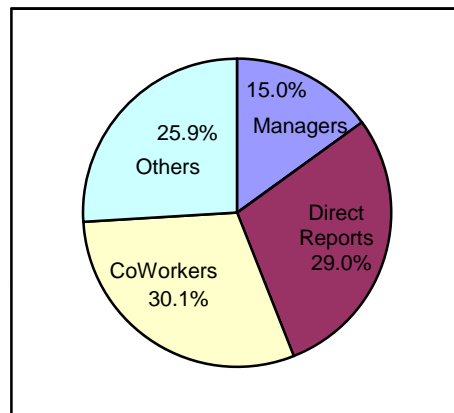
Sample Company 2007 - 2008
Option 6: LPI Observer Data Summary
June, 2008

1. Data summary based on a total of **233 Leaders** with **2016 Observers**

▶ Average total number of Observer responses per Leader	8.65
▶ Average number of Manager responses per Leader	1.30
▶ Average number of Direct Report responses per Leader	2.51
▶ Average number of Co-Worker responses per Leader	2.60
▶ Average number of "Other" responses per Leader	2.24

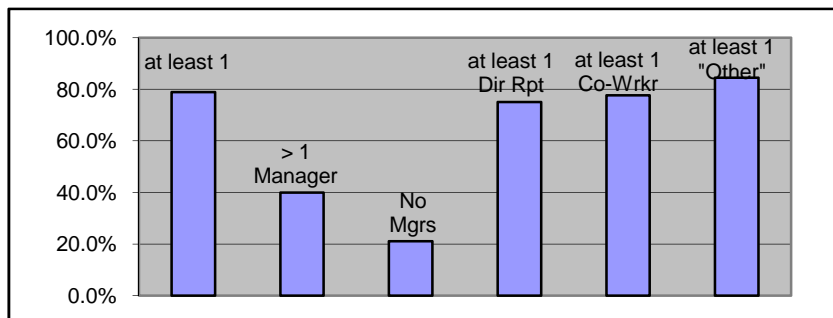
2. The numerical breakdown of the Observer responses in each category is as follows:

▶ Managers	303
▶ Direct Reports	584
▶ Co-Workers	606
▶ Others	523
Total Observers:	2016



3. Observer Data Category Statistics:

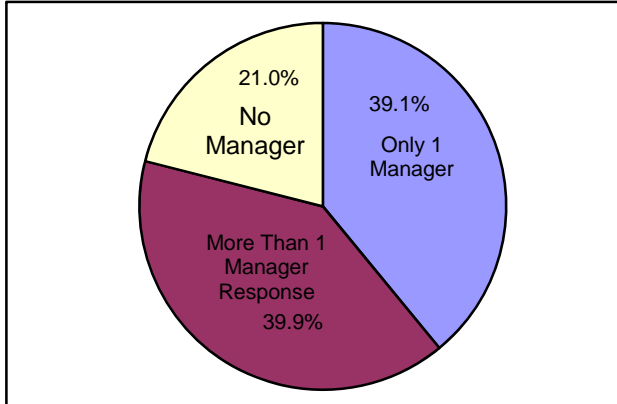
	%	#
▶ Leaders who have at least 1 Manager response	79.0%	184
▶ Leaders who have multiple Manager responses	39.9%	93
▶ Leaders who have no Manager responses	21.0%	49
▶ Leaders who have at least 1 Direct Report response	75.1%	175
▶ Leaders who have at least 1 Co-Worker response	77.7%	181
▶ Leaders who have at least 1 "Other" response	84.5%	197



Sample Company 2007 - 2008
Option 6: LPI Observer Data Summary
June, 2008

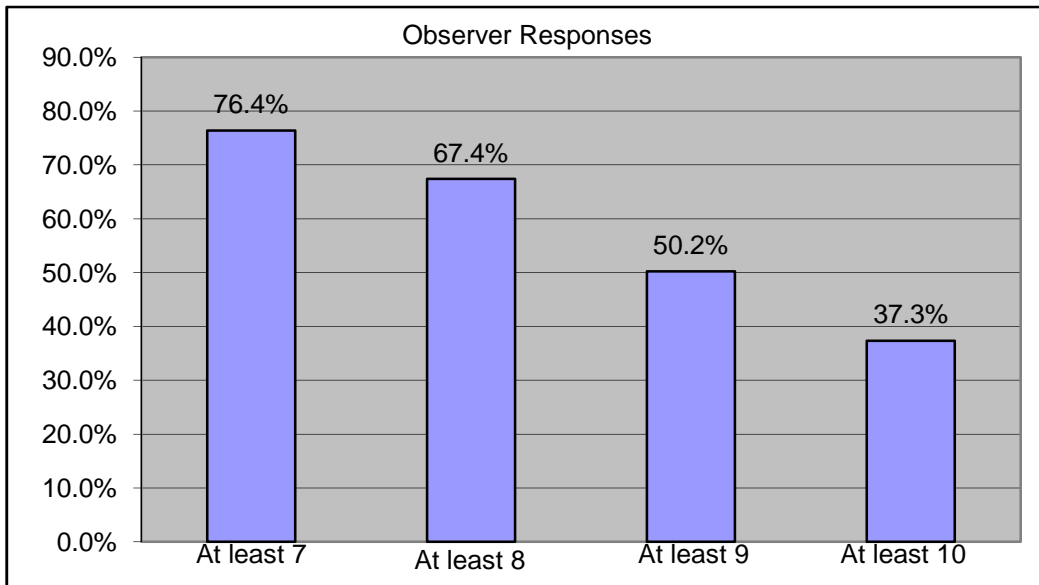
4. Manager Observers – Other Statistics:

	%	#
▶ Number Leaders with only 1 Manager response	39.1%	91
▶ Number Leaders with > 1 Manager response	39.9%	93
▶ Number Leaders with <i>no</i> Manager responses	21.0%	49
Totals:	100%	233



5. Total Observers per Leader Analysis - Leaders who reach variable “target” number of cumulative responses including 7, 8, 9, or 10 Observers each:

	%	#
▶ at least 7 total Observer responses	76.4%	178
▶ at least 8 total Observer responses	67.4%	157
▶ at least 9 total Observer responses	50.2%	117
▶ at least 10 total Observer responses	37.3%	87





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Stress-free LPI Administration

LPI Data Download Spreadsheet

The LPI Data is downloaded from either the LPI Online or LPI Scoring Software and imported into a spreadsheet where it may be manipulated and analyzed by the client as desired. The client report consists of spreadsheet (.xls format) which shows the Observer averages and standard deviations for each of The Five Practices. Further customization is available.

Option 7

OPTION 7			Model the Way			Inspire a Shared Vision			Challenge the Process			Enable Others to Act			Encourage the Heart		
#	Last Name	First Name	Self Score	Ave. Observer Score	Observer Standard Deviation	Self Score	Ave. Observer Score	Observer Standard Deviation	Self Score	Ave. Observer Score	Observer Standard Deviation	Self Score	Ave. Observer Score	Observer Standard Deviation	Self Score	Ave. Observer Score	Observer Standard Deviation
1	Burden	Ann	7.7	8.1	1.1	6.8	7.2	2.9	6.3	6.4	2.9	7.8	8.7	0.4	7.2	7.8	1.8
2	Simpson	Randy	8.3	8.8	0.7	6.8	8.7	1.3	6.5	8.8	1.3	8.7	8.8	0.5	9.7	9.2	0.7
3	Creamer	Matthew	5.8	6.6	2.2	4.7	6.5	2.3	4.8	6.7	2.3	8.2	8.1	1.2	5.7	6.6	2.9
4	Cane	Caleb	5.8	7.9	1.1	7.2	8.1	1.3	7.2	8.1	1.3	7.8	8.7	1.1	7.5	8.8	1.1
5	Verbarg	Virginia	8.2	9.9	0.1	8.2	9.8	0.2	7.8	9.1	0.2	8.2	9.5	0.2	9.3	9.8	0.1
6	Klinkenbeard	Bob	9.0	9.2	0.8	8.8	9.4	0.3	8.0	9.2	0.3	7.7	9.5	0.3	7.3	8.9	1.0
7	Smith	Jenny	9.0	5.6	2.3	8.5	6.7	2.3	8.8	5.8	2.3	9.5	7.4	1.2	9.5	5.8	2.9
8	Stoops	Paul	8.5	8.5	1.6	9.2	8.6	1.4	7.2	8.6	1.4	8.2	8.8	1.3	7.3	9.2	1.0
9	McCall	Joyce	9.0	8.3	0.2	7.8	8.3	1.1	7.7	7.8	1.1	9.2	9.8	0.2	8.3	8.6	0.5
10	Mitchum	Jean	7.8	9.2	1.2	6.2	9.1	1.4	6.3	9.0	1.4	7.3	9.2	0.9	7.7	9.0	1.3
11	Shover	Connie	8.2	9.6	0.3	7.3	9.9	0.2	6.5	9.6	0.2	8.2	9.6	0.4	8.7	9.5	0.3
12	Streep	Jim	9.5	8.1	1.2	8.3	8.9	1.0	8.7	7.7	1.0	8.5	8.4	0.9	9.2	8.4	0.9
13	Lower	Susan	7.8	8.9	0.9	8.0	9.2	0.8	6.3	8.6	0.8	5.7	8.5	1.4	5.2	8.9	1.3
14	Sherman	James	9.3	No Observer Responses		9.7	No Observer Responses		8.3	No Observer Responses		7.7	No Observer Responses		9.7	No Observer Responses	
15	Bilco	Steven	9.5	9.4	0.5	9.3	9.4	0.8	7.3	9.1	0.8	9.2	9.6	0.6	9.8	9.8	0.5
16	Stephens	George	7.3	8.1	1.1	7.5	8.6	1.1	6.8	8.5	1.1	7.7	8.5	0.8	6.7	8.4	1.0
17	Schoonover	Joan	8.8	9.2	0.9	9.2	9.1	0.9	7.5	9.0	0.9	9.2	9.3	0.9	8.0	9.0	1.0
18	Steele	Julie	8.8	9.5	0.6	9.2	9.1	1.1	9.8	9.1	1.1	8.8	9.4	0.6	9.3	9.4	0.7
19	Russell	Emily	7.8	9.4	1.0	7.2	9.7	0.4	7.8	9.2	0.4	7.8	9.5	0.8	7.7	9.4	1.0
20	Daniels	Sarah	7.7	8.4	0.8	7.7	8.7	1.2	7.3	8.5	1.2	8.8	9.0	0.8	9.2	8.7	0.8
21	Tell	William	8.0	9.1	1.1	8.0	9.3	0.6	7.5	8.8	0.6	8.5	9.1	1.3	8.7	9.5	0.8
22	Trump	Victoria	9.0	5.4	2.2	8.7	5.7	2.9	8.3	4.6	2.9	9.0	6.8	1.6	9.5	5.3	2.6
23	Frank	Heather	8.7	8.0	1.5	9.2	7.2	2.4	9.3	7.0	2.4	8.8	7.8	0.9	9.7	7.3	1.5
24	Gates	Jon	9.5	9.2	0.4	9.7	9.1	0.3	9.5	8.9	0.3	9.5	9.1	0.6	9.8	9.6	0.3
25	Adams	Samuel	9.5	9.1	0.7	9.0	8.9	1.2	8.8	8.6	1.2	9.2	9.0	0.7	9.7	9.2	0.8