



REAL WORLD  
GROUP

Real World Group



Leadership  
Culture  
Diagnostic (LCD)

DIAGNOSTIC TOOLS

The Leadership Culture Diagnostic (LCD) is a cultural assessment survey tool. It is based on unparalleled research into what culture of leadership behaviours and competencies creates the most effective, sustainable performance for your organisation.

The LCD quickly and simply gathers feedback from employees on the extent to which they experience leadership behaviours proven to increase engagement and performance, and how engaged they currently are. In this way, it enables smaller organisations or departments to easily assess their leadership culture against the critical factors in effective leadership in a highly valid way.

The output you receive is a range of informative, clear graphs which can be easily interpreted to enable you to quickly identify strengths and development needs. Here, feedback is separated between perceptions of department-level and senior managers are gathered across your respondents to provide accurate data and enable more effective action planning.

LCD feedback is an important complementary set of data to managers' 360-degree feedback, as it provides information on the collective impact of individual leaders, and the wider context in which they are operating.

## Benefits of using the Leadership Culture Diagnostic

The LCD is administered online and provides you with:

- A benchmark measure of your leadership culture for whole organisation or department
- Clear, practical help to focus on key areas of strengths and development needs
- Important information about the context in which individual leaders are operating and trying to influence how things happen
- An expert-facilitated feedback session to help you action plan how to act on the feedback both for short and long-term gains.