



REAL WORLD  
GROUP

Real World Group   
**Leadership  
Culture & Change  
Inventory (LCCI)**

DIAGNOSTIC TOOLS

The Leadership Culture and Change Inventory (LCCI) is a cultural assessment survey tool for whole organisations and large departments.

It is based on unparalleled research showing what type of leadership culture creates the most effective, sustainable performance. The LCCI provides you with feedback from employees at all levels of the extent to which they experience proven engaging leadership behaviours from their department managers, and from senior managers, and how engaged they currently are.

The output you receive is both a report and facilitated workshop for up to 250 people. These present a range of clear graphs and personal recommendations and guidance accessible for all levels of employee. By being accessible for everyone, the feedback enables you to cascade responsibility to change the culture in a meaningful way throughout your organisation or department. This increases your ability to benefit from enhanced performance immediately.

## Benefits of using the Leadership Culture and Change Inventory

- **Proven factors** – the LCCI measures leadership factors that have been proven to increase satisfaction, motivation, commitment, and other engagement factors. It also measures behaviours that have been shown to be critical in increasing diversity and inclusion
- **Bespoke questions** – you are invited to tailor the LCCI both in terms of specific leadership factors you want to enquire about and the outcomes you want to achieve. This means that it will address issues that are specific to you, right now
- **Tailoring the outcome measures** – (e.g. job satisfaction, pride in the organisation, reduced stress) enables you to receive specific information based on statistical testing of what would be the quickest means by which you can achieve the most important outcomes for you
- **Statistically analysed findings** – through receiving information on the quickest means to achieve the outcomes, you can also avoid unnecessary costs that come with taking a less targeted approach to leadership development and cultural improvement
- **Simple online or paper completion** – across the whole organisation or department means that you receive an important benchmark of current perceptions of leadership culture for the whole organisation.
- **Expert-facilitated feedback** – session is provided to help you action plan how to identify and focus on causes of positive and negative outcomes for both for short and long-term gains in productivity and engagement.