

Leadership Diagnostic Instrument (LDI)

Actionable data for advancing performance

Strong leaders are critical to advancing and sustaining safety performance. Yet few organizations fully leverage the abilities of their leadership teams in addressing safety challenges. BST's Leadership Diagnostic Instrument (LDI) bridges this gap with an unparalleled tool for understanding and developing individual and team leadership performance. Using a 360° assessment approach, the LDI assesses leaders on the seven practices and four characteristics linked to climate, culture, and safety outcomes. The results allow individuals to understand their own performance, and be benchmarked against both their team and a norms database of thousands of leaders worldwide. Every leader's Individual Leadership Profile offers the ideal starting point for a coaching and development plan.



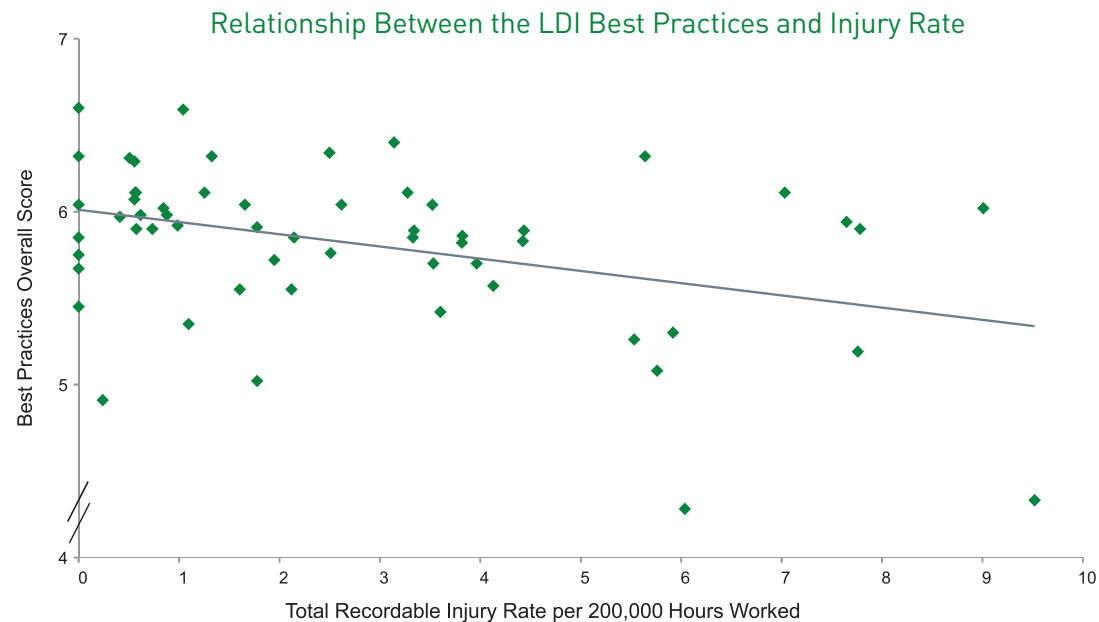
Benefits

Assess the practices that drive safety outcomes

For a leader to become a great safety leader, he or she must translate core values, personality, and leadership style into safety-critical practices. The LDI provides an objective measure of the seven best practices necessary to creating a vital safety climate and building an organizational culture that embodies safety as a value.

Understand how your leaders motivate and inspire

The LDI measures the four dimensions of influence style related to success in safety leadership. Influence style determines how leaders approach opportunities, what they focus on, ignore, choose to emphasize, and delegate to others.



Research shows a significant relationship between the LDI best practices and injury rates. Leaders with higher scores on the LDI have lower injury rates.



About Us

We are consultants and business partners to many of the world's largest chemical, oil and gas, transportation, utility, pharmaceutical, and agriculture companies. Through a transformational approach, we guide clients in evolving both their organizational culture and their operational environment, enabling them to reduce exposures and injuries, save lives, protect assets—and in the process, achieve higher performance. DEKRA Insight represents the collective expertise of our legacy businesses, each an institution in safety.



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Create meaningful development plans

The LDI is designed to provide a clear picture of your current state and the desired state, enabling you to plan your developmental journey and track your progress along the way. The elements measured in the diagnostic instrument have been shown to predict the culture characteristics that in turn predict outcomes. Results are displayed as both raw scores and percentiles, allowing leaders and teams to compare scores to their own standard of excellence, as well as to a large database of leaders in other organizations.

Methodology & Application

The Leadership Diagnostic Instrument is typically used within the context of BST's safety leadership coaching. In this one-on-one process, leader and coach work together to enhance the leader's ability to accomplish shared organizational objectives.

Administration

The BST Leadership Diagnostic Instrument (LDI) uses a 360° methodology to assess a leader against safety leadership best practices (what connects the leader to culture) and leadership style (how they connect). This assessment may include interviews with peers, managers, team members, direct reports, and others selected by the leader and the coach. Assessment findings and recommendations are compiled in an Individual Leadership Profile.

Results

For each leadership style element and best practice, the leader receives a percentile score that indicates how the leader compares to other leaders in the norms database of thousands of leaders from more than 50 countries. For each individual question, the leader receives the average score for each respondent group (direct report, peer, manager, and self) as well as the distribution of responses for each group. The distribution of responses, or response frequency, provides valuable insight into how consistently the leader's style and practices are received by those with whom he or she works.



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Application

The LDI's Individual Leadership Profile provides an ideal support to leadership coaching plans by identifying specific practices and other actionable items that a leader can address to enhance his or her influence on safety. The LDI can also be re-administered after the completion of a performance plan to help measure progress.

Safety Best Practices

Vision

Paints a compelling picture of the desired future of safety, challenges and inspires people around the safety vision.

Credibility

Perceived as honest and reliable, taking actions consistent with words.

Action Orientation

Perceived as being performance oriented; having a personal sense of urgency; focusing on the most important priorities.

Communication

Actively listens; keeps all people informed about both the big picture and the relevant background information and details.

Collaboration

Promotes cooperation and collaboration within the organization, asks for and encourages input from people on issues that will affect them.

Feedback and Recognition

Gives positive feedback for meeting or exceeding performance goals, publicly recognizes contributions of others.

Accountability

Requires people to meet their commitments; sets clear responsibilities.

Transformational Leadership Style Elements

Inspiring

Paints an optimistic picture for people about where the organization is going, and helps people see (and become enthused and confident about) their role in that future state.

Influencing

Affects performance by acting in ways that build respect, trust, and admiration.

Challenging

Helps people to re-examine critical assumptions about how things are done and to think creatively about how to do things differently.

Engaging

Helps others commit to the desired direction and to be successful through actions such as coaching, mentoring, providing feedback, etc.



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