



Making Use of the LPI Report

In the Lean Culture and the Role of Leadership workshop we provided you with feedback on your leadership behavior as reflected in the Leadership Practices Inventory report. We suggested that you take a look at the report several times to determine the most useful course of action in putting your feedback to work.

As you plan ways to grow your leadership competence through activities with your pod, begin a discussion on how you have interpreted the messages from the LPI and begun to incorporate what you learned into your work. Use the following questions as prompts in getting the conversation going.

Discussion questions

How are you viewing your LPI feedback now? After several weeks to interpret and reflect on the data, what are your thoughts? What stood out as the most meaningful messages coming to you from the report?

How did you take your LPI report back to your team at work? Did you share some of your feedback at a staff meeting, or in one on one conversations with people? What reactions did you get from people about the LPI in general, and to your feedback and plans in particular?

What strength areas did you identify from the feedback of others on your LPI report? Were any of these a surprise to you? Did the feedback allow you to see something you do well in a new way?

Which of the 30 Behaviors have you identified as most in need of development? Which of the behaviors, if you made a focused effort to improve, would make a difference in your work?

What have you done so far to identify ways to implement improvements in any of the 30 Behaviors?

What ideas do you have for others in your group that might help them gain insight in interpreting their report and putting any insights to work?