

# CAMBRIA360 LEADERSHIP INVENTORY™

*Assessing job behavior from multiple perspectives is one of the most powerful means of providing feedback to improve performance.*

*The Cambria360 Leadership Inventory™ is based on what today's most effective leaders actually do.*

*The essential leadership practices are captured in a simple, intuitive, and powerful feedback process.*

Cambria Consulting, one of the originators of competency technology, has created a 360-degree feedback instrument designed expressly for use by a company's leadership team.

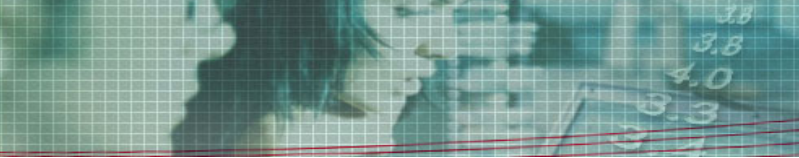
The Cambria360 Leadership Inventory™ is a comprehensive feedback tool based on performance and behavior that identifies and assesses behaviors to support a high-performance organization. It is applicable to senior managers and executives in both line and staff functions with local or global responsibilities. The inventory examines the behavioral requirements of a particular leadership role against the specific challenges of that role. Feedback from the inventory then becomes the basis for individual reflection and coaching discussions leading to focused development plans.

What is different about the Cambria360 Leadership Inventory™ is that it is based on *what today's most effective leaders actually do to achieve superior results*. Interviews with over 1,000 top-performing senior managers in prominent Fortune 500 companies, describing their most critical leadership challenges and how they dealt with them, showed that 14 competencies repeatedly distinguished the most effective leaders from the rest. Additionally, a study conducted by Cambria Consulting for the Corporate Leadership Council that analyzed the actual competencies used by more than 80 leading global companies validated our findings.

## WHAT IT MEASURES

The Cambria360 Leadership Inventory™ contains 56 distinctive leadership behaviors grouped into 14 competency dimensions that are essential for superior performance in a wide variety of leadership roles.





*The feedback recipient controls the entire process, eliminating administrative burden and associated costs.*

*Confidentiality is carefully maintained for direct reports, peers, and other classes of feedback providers, as desired.*

*Cambria maintains all data on our secure servers.*

**FOR FURTHER INFORMATION, CONTACT:**

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## **HOW IT WORKS**

The Cambria360 Leadership Inventory™ is an on-demand web-based tool. An individual wanting feedback can sign onto the system and initiate the automatic process any time, anywhere. After he/she identifies his/her feedback providers, the system does the rest. One or two direct managers and any number of others (e.g., direct reports, peers, customers) with e-mail and web access can provide feedback through the system. The system also allows the feedback recipient to monitor all phases of the process, including how many feedback providers have started or completed their assessments.

When the feedback recipient determines that enough feedback has been collected, he/she submits a request to generate the detailed feedback report. Within one business day, this report is e-mailed in an Acrobat file to the feedback recipient or another person designated to receive the report (e.g., an executive coach).

## **SUPPORT AND ADMINISTRATION**

The Cambria360 Leadership Inventory™ is designed to use the latest web technology, which means that assessment and feedback are accessible to anyone with Internet access. Cambria Consulting hosts and maintains all information on our secure servers, ensuring confidentiality and removing any burden from your Information Technology department. Testimony from our many clients also underscores the ease and intuitive nature of the process.

The Cambria360 Leadership Inventory™ is available with a complete manual that includes an interpretation guide and norms based on over 1,000 participants. The manual also includes a Development Resource Guide containing on-the-job development suggestions, coaching suggestions, and reference materials supporting each of the leadership competencies.

## **CUSTOMIZATION AVAILABLE**

For organizations that wish to customize our Cambria360 Leadership Inventory™, Cambria has 20 years of experience building customized competency models for our clients. We can create a custom leadership competency profile that zeros in on the specific behaviors critical for high-performance. For organizations that already have their own leadership competencies in place, we can integrate your existing competencies into the web-based Cambria360™ process.

We can also adapt our 360-degree feedback reports to your specifications, as well as summary "bench strength" reports that profile an organization's overall leadership strengths and development needs.

Call today for further information and a live demonstration to see how the Cambria360 Leadership Inventory™ can play a part in developing your top leadership talent.

[www.cambriaconsulting.com](http://www.cambriaconsulting.com)