Chapter 1 : Book Summary: The Advantage by Patrick Lencioni | Jamie Munson | Life. Leadership. Legacy

The Leadership Advantage program is an in-depth journey to personal mastery as a leader, designed for emerging leaders and high potentials. The objective is for the.

Salary 8 Transactional Leadership Advantages and Disadvantages One of the leadership styles applied by leaders and top echelons of management is transactional leadership, also referred to as managerial leadership. First described in by Max Weber, this practice is centered on the management process that involves controlling, organizing and short-term planning. This style follows the principle of reward and punishment in which an act that is good will merit a reward while the opposite can result to a disciplinary action. Still popular among managers, this type of leadership includes clear structures that subordinates need to follow. It also makes the followers responsible for their actions despite the instructions being fed or handed down to them. Although this management or leadership style has its benefits, it does not come without drawbacks. Here are the two sides of transactional leadership. List of Advantages of Transactional Leadership 1. Employee Motivation Based on reward and punishment, this leadership style is effective in motivating employees in becoming productive and efficient members of the team. These are because of two reasons. First, the incentive that awaits the employee if he or she contributes to the organization serves as the motivation for him or her to work doubly hard to meet deadlines, reach or even exceed quota because the employee knows that his efforts will not be left unrecognized. Second, this leadership technique also serves as a reminder to a member of the workforce that the management keeps an eye on them and is serious with its drive to expect maximum performance from its employees that mistakes committed and under-performance would mean demerit and punishment. Achievable Goals With short-term planning as part of this leadership style, management ensures that its visions for the company or organization will be realized. This is for that reason that goals and objectives only require a shorter time table to materialize. Consequently, these are easier to fulfill and less demoralizing for employees. By making achievements more accessible in a short period of time, members of the team are more motivated to perform and at the same time be more self-confident. This is partly because of the autonomy given to subordinates makes them able to carry out their tasks without having to be conscious that eyes are directly on them. Clear Structure Transactional leadership is also composed of a structure that is clear and concise. Employees of an organization with this kind of management style are informed before-hand of what the company expects from them. They are also provided with clear instructions and expected to follow a chain of command which makes it easier for them to know what proper channels to go to. This also makes them aware from day one that they will be rewarded for following objectives and completing their tasks with flying colors while they will also be punished if they go against the policies of the organization. Productivity and Costs A transactional leadership is effective when it comes to increase in production and cutting down costs. These are due to the fact that this leadership style has short-term goals that make it easy for employees to get things done. Also, the rewards promised with this kind of leadership serve as motivators for members of the team to do their tasks at the shortest time possible for incentives, whether monetary or psychological. List of Disadvantages of Transactional Leadership 1. Unyielding Leadership Transactional leadership is a style of leadership that not only has a clear structure. It also has unbendable policies and rules. Despite the rewards members of organizations can expect and the kind of autonomy or independence they have in doing their tasks, they have to work within the rules of the management. Going against these policies or instructions from superiors can lead to negative implications like suspension and even termination. This is because a transactional leader tells his or her subordinates what to do and is in no way accepting complaints or insubordination of any kind. Because of this inflexibility, the leader will find it difficult to adjust to certain situations and somehow limits creativity. Does not Encourage Creativity Since this leadership style is rigid and not into bending principles and rules as well as listening to suggestions from people under the management, this hampers creativity from members of the team who might have sound and effective recommendations for the betterment of the organization. The short-term goals and structured policies make it hard for transactional leaders to make changes and be open to ideas from others that do not go with

their existing goals. And since the company or organization relies on a transactional leader, if this person leaves, it can affect the business because most of the employees are have not been given the opportunity to become leaders but merely followers. Accountability of Employees Another disadvantage of transactional leadership is its practice of providing the tasks to employees, along with their policies and principles to be strictly followed. If and when something goes wrong in the process, employees are the ones to be blamed and who are responsible for the outcome. Critics find this to be a reason for the dissatisfaction and unhappiness of employees. This is because these people know that the organization does not really put their welfare first. Also, this type of management makes them feel like they are not really members of the organization but merely people paid to do their jobs. Insensitivity Since transactional leaders operate within rules that cannot be changed, managers with this style of leadership do not really put the emotions of employees in consideration so long as tasks are done. Employees are given clear and detailed instructions but they are also expected to perform these tasks efficiently and on time. What transactional managers have with their subordinates are more of transitory working relationships than emotional ones. As a result, employees also become insensitive to demonstrating concern for the company but merely performers who are motivated by rewards. Transactional leadership still remains to be popular among the leadership styles because of its reward and punishment principle that motivate employees to be productive.

The advantages of leadership aren't just about productivity, however, because sound leadership can also improve employee morale and make workers more loyal to the company.

While it can be difficult to run a solo operation, it also keeps things simple: A sole proprietorship also allows entrepreneurs to focus on tasks that relate directly to the business without having to deal with administration. However, as small businesses grow, owners may eventually hire workers to assist with increasing workloads. At that point, business owners must transition into becoming leaders. They must also understand the pros and cons of being a leader, which means knowing the limitation of leadership and acting with these limitations in mind. While spending time leading and instructing workers is essential to make sure that they perform their duties well, managers do not actually produce goods or services while acting as leaders. An entrepreneur who hires a few employees might find that the time he spends performing leadership tasks cuts into the time he has to spend communicating with clients and making sales. In some instances, business owners handle this limitation of leadership by hiring administrators to handle some of these tasks. Fosters a Clash of Personalities When you think about the pros and cons of being a leader, high on the list is the fact that leaders and subordinates may not always see eye to eye. In fact, some businesses thrive on conflict because of the good ideas that may come out of clashing viewpoints, but the problem in most companies is that workers may feel that they cannot relate to their leaders, and an "us versus them" mentality can develop. Disagreements between managers and employees may result in disputes that waste time and reduce productivity. Managers need to have excellent people skills and be able to adapt their leadership styles to mesh with the personalities of different employees. Leads to Increase in Productivity One of the advantages of leadership is that if leaders are able to delegate tasks efficiently, they can help increase worker productivity. Good managers are able to determine the strengths and weaknesses of different employees and delegate work accordingly. Efficient division of labor can result in higher work output, which ultimately results in higher sales and higher profit. On the other hand, ineffective leadership can reduce productivity. For example, if a manager decides to perform tasks that are easy, and delegates difficult tasks to employees, it could result in suboptimal productivity. Loyal employees trust their managers and may be willing to work harder and stay with the company when times are tough. Recruiting and training new workers can be expensive, so fostering high morale through good leadership can have an impact on the bottom line. Good morale is one of the biggest advantages of leadership because it fosters a feeling of ownership and loyalty among employees. References 2 Rapid Boost Marketing: He has a Bachelor of Arts in economics from St. Hamel maintains a blog focused on massive open online courses and computer programming.

Chapter 3 : 8 Transactional Leadership Advantages and Disadvantages | blog.quintoapp.com

The Leadership Advantage In Person. One of the most significant competitive advantages of successful companies is the strength of its leaders. This program opens your.

These pockets of success can only exist temporarily. Similar to the bubbles in a champagne glass they emerge, rise to the fore-front as shining examples of what is achievable and eventually burst as conditions change. I further proposed that to move beyond Kaizen Events means asking three key questions: How do we accelerate the accomplishment of our business strategy? How do we lead in a Lean Healthcare environment? How do we proactively manage change and align our systems and structures to support what we are trying to achieve? Most of the feedback I received on this thought-piece was inquiries into Question 2. We know we need to lead differently in a Lean environment, but how do we get there from here? Strong and active coaching is central to Lean leadership. Coaching moves beyond just the results and into the methods. This is often an alien concept. In a Lean environment, if a bad process yields a good outcome, it is not a good thing. The team either got very lucky or worked very hard to overcome a bad process. Personally, I believe that we more frequently fail to adequately prepare front-line leadership and mid-level managers to become effective coaches and resource allocators. I believe that this is perhaps the most profound leverage point in creating a leadership advantage and in sustaining transformations. In a Lean environment the ability to see waste and eliminate it from processes must become a coached, nurtured, and highly developed skill-set within the front-line employee. In many organizations, front-line and mid-level leaders find success and growth through the ability to work through but more frequently around problems. This limits the spread of a critical skill-set within the front-line as these leaders either continue to drive the work-around activity through daily fire-fighting, attempt to solve problems from outside of the gemba, or are just too busy to coach. To start enabling a coaching environment and facilitate the development of strong front-line and mid-level leaders, there are three key competencies to focus on: The ability to both define and operationalize leadership standard work. The ability to both design and implement visual management systems and visual controls. The ability to solve problems to the root cause. It sets the standard and helps the front line recognize problems. More importantly it compels action and drives coaching efforts. Visual controls and visual management systems also help the team to recognize problems and until they are recognized as problems they remain unsolved. They also, more importantly, prompt action. This aids in setting the expectation that problems are solved, as surfaced, within the current stream of work. When visual management and leadership standard work are well designed and implemented, they have the ability to create within the front line a strong linkage between strategic imperatives and specific behaviors. The reinforcement of these specific behaviors and the development of requisite skills becomes the basis of coaching. Finally, in order for front-line employees to get comfortable solving problems at a root cause level as surfaced within the work, they need both a simple problem solving methodology and the support of a coach. A3 problem solving provides an approach that is easy-to-understand and implement. However, without the support of a competent coach, the effectiveness of the tools is marginalized. Building leadership competency with an emphasis on coaching for both results and methods drives organizational growth and reinforces the linkages between strategy and behavior, and between action and result. By beginning with front-line and mid-manager capability in the development and deployment of the tools described above, it is possible to gain significant leverage. This leverage enables the pull for other necessary skills that move the organization beyond Kaizen Events and becoming Lean into actually being Lean. Developing leadership moves the organization from pockets of success to a clear â€" and sustainable â€" competitive advantage. Creating a Lean Culture: Tools To Sustain Lean Conversions. Harvard Business Review, In , GE Healthcare began providing consulting services based upon these tools to its customers through its Performance Solutions business unit, pioneering the application of Six-Sigma in healthcare. Bradley joined Performance Solutions in during its infancy and remained with the business unit for seven years. They also exist across time. In these cases, kaizen events are actually hamstringing the organizations success. These items are as good a focal point as any. But I want to add a dimension that I think is too often

lacking. Only then will they truly understand how to lead others. Ever wondered how to leadâ€¦ Submit a Comment Your email address will not be published.

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The Leadership Advantage: How the Best Companies Are Developing Their Talent to Pave the Way for Future Success [Robert M. Fulmer, Jared L. Bleak] on blog.quintoapp.com *FREE* shipping on qualifying offers.

Leadership Advantage An individual leadership development program for Emerging Leaders and High Potentials Growing research indicates that successful leaders who possess a deep self-awareness are able to connect and engage with others in meaningful ways. They are able to create possibilities from their circumstances, rather than being limited by them. Objective The Leadership Advantage program is an in-depth journey to personal mastery as a leader, designed for emerging leaders and high potentials. The objective is for the participant to define his or her individual purpose as a leader and to develop a plan for expression of that purpose in and beyond the workplace. Participants will identify their unique strengths and the underlying beliefs and motivations that serve them, as well as those that limit their effectiveness. Through completion of the program, participants develop a clear understanding of their purpose and vision as a leader. From this place, they can create the changes they want by understanding how to choose new actions and how to effectively utilize feedback from the environment. Two additional follow-up calls are scheduled and days out. Components Leadership Advantage is a learning progression that includes: Following is a detailed description of the four phases of the Leadership Advantage program: Self-Awareness During the first phase of the program, the participant works to achieve a new level of awareness of who he or she is as a leader. During this phase, the participant will work with the coach to: Intention During the second phase of the program, the participant works to formulate his or her personal philosophy of leadership, as it aligns to core beliefs and values. A core assumption of the program as a whole is that leadership is an ongoing practice and Phase 2 is where this practice begins. Reflect on how they and their leadership contribute to others Put into practice and test reframed assumptions about his or her leadership in the world Identify which leadership qualities align with his or her values and beliefs and which qualities he or she wants to be known for Get grounded in a new, emerging image of him or herself as a purposeful leader Create an individual leadership purpose statement and capture a personal leadership brand in both words and symbols Phase 3: Vision During the third phase, the participant, with all practical constraints aside, will build a clear vision for his or her leadership in the world. Create a written a vision for the impact he or she wants to create as a leader and link this vision to their strengths as identified in Phase 1 Crystallize the legacy they want to create with their leadership Record a podcast talking about his or her vision of leadership Road test the vision with different audiences, and recruit allies to observe and provide feedback Phase 4: Transformation The final phase of the program focuses on creating a long term plan to establish the changes that the participant wants to bring about, both in themselves individually and in the world around them. The focus is squarely on establishing the leader as a creative force in the world. During this last phase, the participant will: Develop a written strategy and plan for sustaining the practice of leadership Complete a complementary strategy and plan for bringing his or her vision to reality Complete at least one step of the plan for both the vision and leadership practice Create a list of daily practices to support ongoing evolution of this leadership and Day Follow Up At the conclusion of the 10 calls in the core program, the coach and client will set up calls to check in at 90 days and days out.

The Leadership Advantage (TLA) is a hands-on learning program designed for mid- to senior-level leaders who are ready to take their leadership skills to the next level. The deadline to apply is quickly approaching.

It is a leadership style that can be used by any leader in any industry, from corporations to educational facilities to government positions. The trademark of the democratic leadership style is that everyone is encouraged to participate. Ideas are offered freely and without judgment. The goal is to take advantage of the diversity of a team and discuss all ideas, rather than rely on a single person to decide what is best for everyone. Here are the biggest advantages and disadvantages of a democratic leadership style to think about. List of the Advantages of a Democratic Leadership Style 1. It works well when trying to solve a complex concern. Leaders know how to solve problems, but they may not be able to solve all problems. Their knowledge base is limited to their own education and experience. The democratic leadership style empowers leaders to work with their team, based on consensus, to create open lines of communication that acknowledge the problems being faced. By allowing everyone to work on a solution using their own education and experience, innovation is encouraged, making it possible to address complex and critical concerns. The democratic leadership style is more of a hands-off approach. Instead of micro-managing the situation, leaders use this style to encourage individualized creativity. For many teams, this creates higher levels of productivity and insightful inputs because each team member is encouraged to use their strengths to benefit everyone. It also allows employees to develop a plan that helps them be able to evaluate their own performance. It strengthens the relationships of a team. People who work with a leader that practices the democratic leadership style tend to form closer, more supportive bonds with one another compared to leaders using other leadership styles. Team members are naturally connected to one another because their ideas, and their feedback, are important to everyone. It is a leadership style that encourages voluntary collaboration, yet still allows someone to sit in the background if they prefer. Everyone has the chance to share their own opinion and make a positive impact for everyone. It is a leadership style that anyone can practice. Any leader in any industry has opportunities to implement the democratic leadership style. Team members tend to prefer this leadership style because it makes them feel like they are a valued member of the organization. It can be difficult for some leaders to accept this style if the consensus goes against their instincts, but more often than not, the benefits of the democratic leadership style far outweigh its negatives. It encourages honesty within the workplace. The democratic leadership style does not work unless the leader using it is honest. Leaders must be able to communicate the situation accurately to ensure the decisions and feedback being generated are based on real information. Even when leaders have the final say, the honesty required for this style forces each leader to share their ideas on an equal level for discussion. By staying open and honest, leaders encourage their team members to have the same traits. It improves job satisfaction. When team members feel like they have an equal role in running the team, then there is a sense of empowerment that comes with that responsibility. When there is empowerment in the workplace, there is a naturally higher rate of job satisfaction. It encourages stronger commitment levels. For the average worker, if they do not feel passionate about a request or task, then their commitment levels to it will be minimal. They have no ownership over the task, so they have no ties to completing it to the best of their ability. When workers feel like their contributions are taken seriously and are important, then stronger commitment levels appear because there is more ownership to the task that is required. If people are given the chance to be creative, then they invest themselves into the outcomes that can be achieved. It increases team knowledge. Diverse opinions and ideas are important for the creative process. Different people on any given team are experts at something. One person may be a writer. Another may be a graphic designer. By giving each person a chance to contribute their personal expertise to the conversation, it gives everyone an opportunity to expand their knowledge base. That, in turn, creates more competence within the decision-making process. It builds a stronger vision for the future. That dissent also builds a stronger vision for the future for each team or organization that utilizes this leadership style. It encourages everyone to be more committed to the final goal. List of the Disadvantages of a Democratic Leadership Style 1. It can create

negative emotions. The democratic leadership style does solicit for opinions, perspectives, and experiences. It will also highlight team members that have strong creative skills and those that do not. If one team member is consistently having their ideas implemented, the other team members can grow resentful of the leadership style. It makes them feel like their opinions are not valued, which eventually causes them to stop participating in the process. Unless those negative emotions are managed, this leadership style can often reduce productivity instead of enhancing it. It can lead to procrastination. Leaders that use this style of leadership can fall into a dangerous trap. Instead of making a decision, they defer to their team for ideas. There is not always time to do so. Sometimes, being a leader means making a decision for the whole team in the moment. Leaders that rely on the framework of this leadership style may find themselves procrastinating more often because they wait for someone else to tell them what ideas might be good. It takes time to reach a consensus. Even if procrastination is eliminated from the leadership style, it still takes more time to reach a consensus with democratic leadership when compared to other styles. That is because everyone is permitted the chance to voice an opinion or offer an idea. Each idea must be thoroughly discussed before it can be dismissed. For larger teams, the discussions can lead to delays in productivity as everyone attempts to find the best possible solution and get onto the same page. It offers an element of continuing uncertainty. Democratic leadership styles can create feelings of uncertainty within a team because of the need to make fast decisions sometimes. They either lose time by discussing all ideas with their team and getting feedback on each idea, or they lose confidence because their team is uncertain about the approach that is being used. It is often poorly defined. The democratic leadership style is often defined by the leader instead of following a clearly defined theory. Definitions matter, especially when working with people, and that means measuring the outcomes and responses that are generated by this style can be difficult. Many leaders may believe that they are using this style with their team when they may not be soliciting opinions or feedback at all because there is such a lack of structure for this style. It does not guarantee the best possible solution. Diversified opinions and feedback make it likely that the best possible solution will be found, but that is not a guarantee. The majority decision that a team reaches may not be the best decision. There are times when compromise is not valuable. In the democratic leadership style, the best idea does not always win. Instead, it is the version of the idea that garners the most votes. In some situations, that means this style has more negatives for the team than positives once the idea is implemented. It is not a style of leadership for everyone. There are going to be team members that work better under one type of leadership style over another. Some may prefer the democratic leadership style. Others may prefer an authoritative leadership style. The bottom line here is this: Some people might feel embarrassed or burdened by the idea of participating in the idea-sharing process. It can cause team members to question the capabilities of the leadership. Under the democratic leadership style, it is not uncommon for team members to believe that they are doing more work than their team leader. That is especially true for workers that are consistently offering the best ideas that the team implements. In this scenario, the affected team members often feel like the leader is being compensated more for their ideas than they are. This leads to a decreased level of team morale and, in severe cases, can lead to insubordination, employees quitting, or a refusal to participate in future discussions. It encourages no one to take responsibility for failure. When the team fails for some reason under this leadership style, there tends to be a lot of blame that is passed around. Taking responsibility for failure should lie with the leadership, but it is often passed along to the person who offered the idea that failed and those who supported the idea. Should this occur, the morale of the individuals being blamed becomes even lower and negative responses become more common. It requires a certain skill or educational level. For ideas or feedback to be beneficial using the democratic style of leadership, there must be a certain level of confidence found within the team. Employees that do not have the needed skills or education are going to be less likely to offer creative solutions or meaningful feedback during each discussion. If the entire team fits into this category, then this leadership style will be ineffective. The advantages and disadvantages of a democratic leadership style show how important it is to embrace the diversity which exists within every team and workplace.

Chapter 6 : The Leadership Advantage - CMA

"The Leadership Advantage serves as an evaluative guidepost for aspiring and seasoned professionals seeking to increase their engagement and effectiveness as leaders.".

Create and implement a development plan addressing both individual and organizational needs. Customized Development TLA is designed around the participants. Training is designed to facilitate knowledge implementation, skill sustainability and continuous learning. The Leadership Advantage is broken up into three distinct phases. Comprehensive leadership assessment with extended feedback Phase 2: Individual coaching sessions Phase 3: So what makes The Leadership Advantage special? Customized development TLA is designed around the participants, not for the masses. Multi-modal learning This goes beyond typical classroom instruction. Workshop sessions include case studies, discussion, reflection, group activities and real life practice. Addresses real organizational issues Participants get to apply leadership concepts and tools to address a real organizational imperative in a four-month capstone project chosen by the executive sponsor and participant. Many leadership development programs apply the rule in reverse, with heavy emphasis on formal training and little or no support for on-the-job experience. As a result, development ends when the leader leaves the classroom. TLA closely models the rule for sustained skill development and on-the-job knowledge transfer well beyond the program. Every program component is tailored to the unique needs of the leader and the organization, making TLA a comprehensive, individualized development experience. February 4 â€" February 6, Leadership retreat at the Charles F. Rooms are equipped with state-of-the-art technology and connectivity. The Knight Center is conveniently located for easy access to hotels, restaurants, sports and entertainment. Leading Self Day 2: Leading Others Day 3: Olin Business School provides this first-class executive education environment for our attendees. Investment includes all program components listed in the brochure Regular Program Price regular registration deadline â€" August Complete all program components in the brochure. Complete periodic evaluations during and after the program. Bottom line â€" how much does it cost? There are also two optional add-on packages for participants looking for a more enhanced development experience: Do special arrangements need to be made? Overnight accommodations for the retreat can be arranged directly through the Knight Center. We advise arriving the night before for the retreat. The program price does not change in either case. What if we want a leadership development program custom-designed for our organization? Who should attend The Leadership Advantage? Mid- to senior-level managers who are high-potential, high-performers. Leaders who are either new to a role or preparing to move into a next-level job will find The Leadership Advantage program especially beneficial. What kind of content will be covered at the retreat? The deadline to apply is quickly approaching. Submit your program application today or contact us for more information. A paper application is available within our pdf brochure. If you wish to complete the paper version instead of the online application, you can fax it to CMA at , email to Tori Ellis , or mail to: CMA Carondelet Ave.

Chapter 7 : CMAâ€™s Leadership Program (TLA) - CMA

The Leadership Advantage by Warren Bennis Leader to Leader, No. 12 Spring EVER has the subject of leadership been of greater interest to managers, or to.

Here is the next installment in my 1 to 5 Book Summary Series. Why Organizational Health Trumps Everything Else in Business , is a departure from his typical style of leadership fables. In this book, Lencioni has created a manifesto of sorts, drawing on the major lessons, themes, and tools found in his previous works. The subtitle indicates the main theme of The Advantage: Lencioni sets out not only to advocate the importance of organizational health, but also to demonstrate its attainability. It was, and still is, one of the healthiest organizations I have ever known and one of the most successful American enterprises of the past fifty years. In an industry plagued with financial woes, customer fury, and labor strife, this amazing company has a long history of growth and economic success, not to mention fanatical customer loyalty. Moreover, its employees love their jobs, their customers, and their leadersâ€¦ As I sat there at the conference listening to one presentation after another highlighting the remarkable and unorthodox activities that have made this organization so healthy, I leaned over and quietly asked the CEO a semi rhetorical question: Building a cohesive leadership team the first of the four disciplines in particular demands a selfless attitude. Allowing organizational health to diminish has profound negative impacts on finances, morale, and employee and customer relationships. As much as we enjoy making jokes about these artifacts of organizational plight, there is no denying that they exact a significant toll. Organizational health is the product of a leadership team that works together to make things clear. This requires cohesiveness in vision for the organization, as well as in the relationships among the leaders. Six critical questions enable an organization to define and bring purpose to many day-to-day operations: Why do we exist? How do we behave? What do we do? How do we succeed? What is most important, right now? Who must do what? It sends people to work in the morning with clarity, hope, and anticipation and brings them home at night with a greater sense of accomplishment, contribution, and self-esteem. The impact of this is as important as it is impossible to measure. Lencioni has leadership teams share their backstories with each other, and even take the Myers-Briggs personality test together. The simple act of sharing this information among some teams has often broken down longstanding walls between team members. Know why your organization exists. The six primary reasons an organization may exist are: Carefully define core values. They must be managed with efficient real-time agendas and must only involve the necessary people. The Advantage is an excellent book for organizations of any size, but also for individuals of any occupation. The lessons are invaluable and can be applied to interactions of any kind.

Chapter 8 : The Leadership Advantage

Boundary Spanning: The Leadership Advantage As today's business challenges span across boundaries, so too must leadership. Today, the leadership advantage goes to the people who are most closely linked to others and can work with a great variety of people from differing positions, backgrounds and locations.

Chapter 9 : The Advantage: Why Organizational Health Trumps Everything Else in Business by Patrick Len

Many leaders ignore their hardwiring instead of learning to understand and make it work for them. Utilizing the internationally acclaimed MyHardWiredâ„¢ assessment, Leaders Advantage reveals and analyzes the leader's strengths, how the leader relates to others and how the leader acts or reacts under stress and pressure.