

LEADERSHIP INVENTORY™ 360

What It Is

The Cambria Leadership Inventory™ 360 is a comprehensive 360-degree feedback tool based on dimensions of performance and behavior that are essential for leadership effectiveness in large organizations. It is appropriate for mid-level and senior managers and in both line and staff functions with local or global responsibilities.

It is based on a Cambria study sponsored by the Corporate Executive Board that analyzed the competencies used by more than 80 leading global companies, competency-based interviews with over 1000 senior managers and executives in Fortune 500 companies and financial services firms, and our work with CEOs and Boards on leadership succession and development.

What It Measures

The Cambria Leadership Inventory assesses 14 competencies comprised of 56 distinctive leadership behaviors that are essential for superior performance in a wide variety of leadership roles.

Strategy	Execution	Teams & Talent	Influence
<ul style="list-style-type: none"> ▪ Demonstrates Business Acumen ▪ Thinks and Acts Strategically ▪ Makes Sound, High-impact Decisions 	<ul style="list-style-type: none"> ▪ Drives Results ▪ Focuses on the Customer ▪ Leads Change ▪ Fosters Innovation 	<ul style="list-style-type: none"> ▪ Builds High-performing Teams ▪ Builds Ownership and Commitment ▪ Selects and Develops Talent 	<ul style="list-style-type: none"> ▪ Partners across Boundaries ▪ Communicates Effectively ▪ Inspires Trust ▪ Leads through Vision

How It Works

The Leadership Inventory 360 is an on-demand web-based assessment. Individuals wanting feedback can sign onto the system and initiate the automatic process anytime, anywhere.

- Upon logging in, a participant's first step is to read about the process, specify feedback providers (e.g., primary manager, secondary manager, peers, direct reports), and determine the timeline for gathering feedback. The system does the rest.
- Any number of direct reports, peers, and others can provide feedback, and anyone with an e-mail address and Internet access can be a feedback provider.
- Participants can monitor the process, send reminders to feedback providers, and request their feedback report when enough feedback has been collected.
- The report is delivered by email in a PDF within minutes to the participant and/or a designated other person (e.g., a coach).



Key Features

The Leadership Inventory 360 is designed to use the latest web technology, which means that assessment and feedback are accessible to anyone with an Internet connection. Cambria hosts and maintains all information on our secure servers, ensuring confidentiality.

- **Completion time:** 30 minutes.
- **Comparative rating capability:** When several individuals have requested feedback from the same people, feedback providers can rate the all at the same time, making the feedback more accurate and more efficient.
- **Statistical properties:** Scale reliabilities range from .80 to .90, on a given competency dimension.
- **Norms:** Based on feedback on seasoned senior managers, executives and CEO in Fortune 500 companies, provided by other senior managers, direct reports, peers and stakeholders in roles ranging from high-potential midlevel managers to top executives.
- **Languages:** In addition to English, versions can be made available in any European language, and additional versions are being developed in Japanese and Mandarin.
- **Data security:** Cambria hosts and maintains all data on our secure servers, ensuring confidentiality and removing the burden from your IT department.

Cost and Administration

The cost for the Leadership Inventory 360 is **\$250 per participant**. This includes a report sent directly to the participant or to a designated third party on request (e.g., an HR manager or coach). Organizations and individuals can purchase a requested number of licenses that can be used at any time as needed to enroll participants. A manual and user's guide that contains development suggestions and statistics such as scale reliabilities and norms is also available.

Registration involves entering the names and email addresses of participants. Invitation emails will then be sent with login instructions. Reports are available immediately following completion of the assessment. Alternatively, the process can be centrally managed when the assessment is used as part of a management development program.

Contact Us

For more information about the Leadership Inventory™ 360 or any of our other assessment offerings, email us at info@cambriaconsulting.com or call us at 617. 523.7500.

