

LEADERSHIP - LPI PRO ®

With “LPI Pro®” unleash leadership potential and develop inspiring leaders in your organization



THE STRONG POINTS OF THIS TEST

- ✓ Development of managerial potential
- 🔍 Hidden potentials revealed
- ⚡ Boosted team performance
- 🚀 Accelerated HR decisions
- 👥 Inspiring leaders identified
- ⚡ Secured managerial risks



BENEFITS

LPI Pro® is the essential solution for **recruiters**, **HR managers**, **HR directors** and **consultants** looking for a reliable tool to **assess leadership**, **secure strategic decisions** and **sustainably develop talent**. Thanks to a **scientifically validated psychometric assessment**, LPI Pro® allows you to **detect high-potential leaders** and **align managerial practices** with the culture and challenges of your organization.

Designed to meet the challenges of **modern managerial recruitment**, the test analyzes in depth **soft skills**, **strategic aptitudes** and **transformational leadership styles**. Whether for a **leadership diagnosis**, a **personalized training plan** or **secure internal mobility**, LPI Pro® becomes a **real lever for HR performance** and a **decisive ally in predictive talent management**.

Choosing **LPI Pro®** means investing in a **complete and modular solution**, capable of adapting to all your needs in **manager recruitment**, **individual coaching**, **onboarding** or **GPEC**. You benefit from a **multilingual tool**, an intuitive interface, **personalized reports** and **in-depth analysis** facilitating decision-making at each stage of the HR cycle.



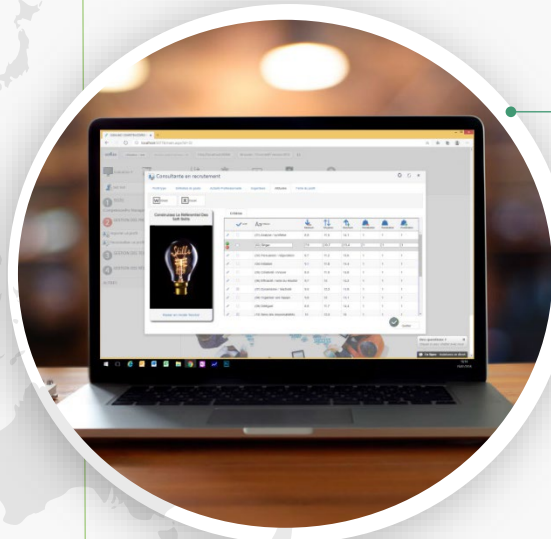
PSYCHOMETRY

Test construction:

Questionnaire type: Ipsative
Number of questions: ~90
Completion time: ~25 minutes

Test validation:

Double external validation
Internal validation, consistency
Loyalty
Reliability



Test available in



600 job descriptions included



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CRITERIA EVALUATED

LEAD BY EXAMPLE

Ability to **embody values** and set **high standards** of performance, creating a **culture of excellence** that naturally inspires teams to excel.

INSPIRING A VISION

Ability to **project a stimulating future** and to **mobilize teams** around common objectives, giving **meaning to daily efforts** and generating deep commitment.

CHALLENGE THE PROCESS

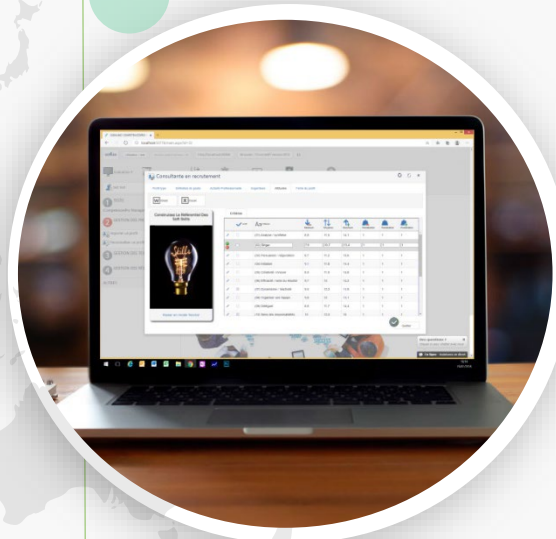
Ability to **innovate**, take **calculated risks** and turn **failures into** valuable learning, creating an environment conducive to continuous improvement.

PUSHING OTHERS TO ACT

Skill in **fostering collaboration**, **developing autonomy** and **strengthening team capacities**, enabling the emergence of collective intelligence and innovative solutions.

VALUE TEAMS

Ability to **recognize contributions** and **celebrate individual and collective successes**, thereby strengthening motivation, engagement and retention of talent.



TECHNICAL DIMENSION

Knowledge and know-how of the profession

