



THE WRIGHT LEADERSHIP® PROGRAM

A SUBSIDIARY OF TRANSFORMATIONAL PERFORMANCE SOLUTIONS

A measurable leadership development approach based on real-world experience that increases productivity and reduces turnover and absenteeism.

PROGRAM OFFERING: LEADERSHIP BENCHMARKING

The first step in any leadership development program is to measure where you are today. Using the Wright Leadership® Multifactor Leadership Questionnaire (MLQ) 360, I conduct benchmarking to identify the characteristics of a transformational leader. This MLQ is fundamentally a 360-degree feedback tool used to develop the leader and identify the thoughts of colleagues—which are aggregated for anonymity—thereby increasing acceptance, accuracy, better understanding of gaps in performance, and denoting the leadership skills an individual desires to develop. It has been extensively researched and validated over the past fifteen years and deemed the most reliable instrument to measure leadership behavior and performance. Success can be measured through a retesting program to track changes in leadership style.

Regardless of your current or past efforts in leadership development, the MLQ will benchmark the level of success.

KEY BENEFITS OF MLQ BENCHMARKING

- Identifies your leadership style and helps you understand how it's driving your organizational culture
- Understand how it is driving your organizational culture
- Integrates feedback from subordinates, peers and managers to provide a comprehensive perspective of leadership style
- Enables development of customized leadership development plans to help team members succeed
- Identifies specific areas where leadership development would be most beneficial in the mentorship curriculum



*"My fellowship with Dr. Nathan Wright has been one of the highlights of my 40 years of experience. **His extensive background gives him the ability to see the balance between the process issues of an organization of the people challenges that make-or-break implementation and execution of any change effort.** As a teacher of leadership skills, he brings the hands-on experience of having turned around ineffective teams by developing both the skillset and the mindset of leadership in those he has coached and mentored.*

Mark Christensen

MLQ: THE BEST TOOL FOR MEASURING TRANSFORMATIONAL LEADERSHIP

- In developing the MLQ, Bernard Bass—widely known as a father of Transformational Leadership—used his deep knowledge about leadership and what predicts organizational performance
- The MLQ has become the benchmark measure of Transformational Leadership, valid across cultures and all types of organizations
- It is easy to administer, requires 15 minutes for a rater to complete the 45 questions
- It has been extensively researched and validated, documented in numerous journal articles and independent studies
- Among leadership assessment methods, the MLQ provides the best relationship of "survey data" to "organizational outcome"



ABOUT DR. NATHAN WRIGHT

OWNER & FOUNDER OF TRANSFORMATIONAL PERFORMANCE SOLUTIONS

Nathan is the founder and president of Transformational Performance Solutions, LLC and one of the country's foremost experts on transformational leadership, maintenance, and reliability. He has over 40 years of experience and the academic credentials to support these efforts.

He has mentored thousands of professionals in every aspect of their positions and am recognized internationally as a coaching and mentoring expert. Utilizing his original research into leadership and decades of hands-on field experience, he has contributed to the body of knowledge in leadership, maintenance, reliability, lubrication, etc.

YOU DON'T WANT JUST ANY LEADER, YOU WANT THE *WRIGHT* LEADER



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TPS-Solutions.com/wright-leadership/

nwright@tps-solutions.com