



## Harrison Paradoxical Leadership Competencies

— Everyone knows that leadership competencies are essential —  
for an organization to succeed

However, leaders often...

- do not fully understand what leadership competencies actually mean
- are not aware of how their behaviours impact others
- believe their own strong characteristics are strengths, when in fact some are actually "derailers"
- do not know how to adapt their behaviours in different situations to improve leadership effectiveness

— Leadership deficiencies do not show on your balance sheet, —  
but dramatically impact it by...

- creating disharmony and costly employee turnover
- causing employee conflicts which hinder the organization's ability to compete
- damaging your company's reputation, thus making talent acquisition more difficult
- stifling innovation, creativity, and employee engagement
- failing to establish internal talent pipelines by hoarding and suppressing talent

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## The Harrison Competency Model

- Clarifies the competencies required for Emerging Leaders and Senior Leaders
- Identifies strong individual characteristics and determines if they are "derailers"
- Provides the critical insights necessary to turn "derailers" into strengths
- Maps personal behaviours against a comprehensive set of leadership competencies
- Inspires change by recognizing individual strengths and pinpointing critical leverage points
- Builds organizational capacity by building leadership within your leaders



## Leadership solution services include:

- Individual leadership competency diagnostics
- Leadership bench strength analytics
- Customized leadership transformation programs
- Leadership competency training
- Leadership coaching
- Access to our world-wide network of leadership trainers and coaches



Contact Harrison Assessments Europe to learn more about the Harrison Paradoxical Leadership Competencies.

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