

## TUM LEADERSHIP PROFILE



### Content

The TUM leadership profile is based on the Full Range of Leadership Model (Bass & Avolio, 1994; Bass, 1998). This model is the most deeply researched to date with numerous studies showing its effectiveness. It describes different facets of leadership behavior, ranging from passive and ineffective traits like 'disinterest' and 'micromanagement' to active and effective traits like 'showing appreciation' and 'motivating with a vision'.

The profile utilizes a situational judgement test based on research by our own Prof. Peus with colleagues Prof. Braun & Prof. Frey. Situational judgment tests require participants to put themselves in different situations and select one of several behavioral options. The tool has been deployed in executive programs at TUM for a number of years, and has received positive attention for its close relation to real work settings.

### Data Privacy

Your data is safe with us. The leadership profile is GDPR compliant. The data is housed in Bavaria, Germany.

### Academic Director

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Founding Director of the TUM Institute for LifeLong Learning

### Why TUM Leadership Profile?

By assessing yourself and receiving feedback from your team on your leadership style, the TUM leadership profile gives an accurate overview of your strengths and weaknesses as well as providing insights into the similarities and differences in how you evaluate yourself and how others perceive you as a leader. It will also provide you with a toolbox with suggestions for the further development of your personal leadership skills.

### Benefits of the Leadership Profile

#### For leaders:

- ▶ direct feedback from employees through anonymous and confidential assessment
- ▶ Comparison of self-perception and perception by others, presentation of strengths and potentials as well as areas for development
- ▶ Concrete development plan with individually tailored and field-tested development techniques

#### For employees:

- ▶ Opportunity to express opinions in a protected setting

#### For organizations:

- ▶ Feedback for the entire organization and systematic insight into strengths and weaknesses

### Contact and further information



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### About the TUM Institute for LifeLong Learning

The TUM Institute for LifeLong Learning supports international experts and leaders from science, business and society to meet the challenges of the 21st century.

Therefore, the Institute offers innovative continuing education courses and thus facilitates scientifically-based and technology-supported professional and leadership development.