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Closing the Gap Between Strategy and Execution

For Immediate Release

OnPoint Consulting: Top Leadership Characteristics for Effective Leadership

Organizations that invest in training could be wasting resources. They can maximize their ROI by ensuring that the leadership characteristics being targeted are important for effective leadership.

New York, NY -- April 28, 2009 -- At ASTD's June 2009 [International Conference and Exposition](#), Rick Lepsinger, President of [OnPoint Consulting](#), and Peggy Pettingell, Instructional Designer with the AMA, will present the results of a joint study that identified the [leadership characteristics](#) that differentiate exceptional managers and the specific competencies that differentiate [effective leadership](#) at three levels of management.

Key study findings are shown below.

- Strategic Planning, Creative Thinking, [Influence](#), and Emotional Intelligence set apart exceptional managers of managers.
- Average managers seem to struggle with interpersonal competencies such as Influence, while exceptional managers are more highly skilled in these areas.
- Four leadership characteristics—Action Orientation, Building Teams, Building Trust & Personal Accountability, and Critical & Analytical Thinking—differentiate top performers across all three management levels.
- Exceptional first-line managers are significantly more effective at Self Development, Resilience & Stress Tolerance and Managing People for Performance than their average peers.
- The most effective functional Managers expand their repertoire to include Customer Focus, Resource Management and Mastering Complexity. These leadership characteristics are particularly critical as functional leaders need to influence and rely on others to execute work.
- Two characteristics differentiate potential among exceptional managers of managers and functional managers: Managing & Leading Change and Critical & Analytical Thinking.

Organizations would maximize resources if they focused their training investments on the core competencies required for effective leadership at various stages in a leader's career.

For more information about the study, please contact Rick Lepsinger at 212.472.8081 or rlsinger@onpointconsultingllc.com.