

Fountainhead

About Fountainhead

Fountainhead has worked in the field of management education since 1985. We integrate proven leadership tools into performance management processes to assist organizations in leveraging the expertise of their workforce.

Footprint is an effective way to gain a clear line-of-sight on questions every manager asks themselves about their leadership role:

Is what I'm doing having an impact?

Am I doing too much; too little? If so, where?

Are people getting the kind of support they need from me to best perform in their roles?

Fountainhead Resources Ltd.

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Footprint[®]

Footprint is a personal feedback tool designed to assist leaders in focusing on the needs of their followers; to understand how to ensure others are receiving the right amount of task, psychological, or organizational support to best perform in their roles.

Footprint provides leaders with an analysis of their effectiveness at coaching, employee involvement, and their ability to connect others into the organization's strategic goals and directions. The instrument draws on the leadership theories of both situational and visionary leadership.

When used with its companion tool, **Bothfeet[®]**, leaders have the opportunity to measure their long-range effectiveness at leading within their organization.

A *Self*-analysis is combined with up to ten *Other* surveys targeted to both direct reports and peers. The confidential feedback report assesses the following leadership competency areas:

1. Style versatility skills to impact others' performance and alignment
2. Customizing leadership approaches to meet the individual needs within a team
3. Improving effectiveness in performance management, coaching, and employee participation
4. Being effective at connecting others into their organization's strategic direction

In addition, the Footprint/Bothfeet system generates benchmarking data designed to assist in analyzing the leadership environment within the organization and to establish a baseline for measuring the impact of leadership initiatives.

The feedback results can be debriefed in a workshop setting or through our eLearning site. Both options offer participants the opportunity to

- develop skills in applying current leadership practices
- receive one-on-one coaching from our facilitators
- work collectively on diagnosing and responding to their organization's benchmarking results