

Leadership Character Insight Assessment (LCIA) Certification Program

The LCIA Certification Program is designed to equip participants with the competence and confidence to interpret the results of the LCIA-Self or LCIA-360 assessments, and to enable participants to provide leaders in their organization with insights regarding their character strengths and development opportunities, based on results.

This workshop consists of two half-day sessions and has been designed to balance theoretical education with practical application. The program provides opportunities for participants to practice interpreting reports, delivering feedback, and navigating SIGMA's supplementary character development tools and templates. Small group programs for organizations registering multiple participants allow for more discussion and flexibility to focus on topics and scenarios that are of particular interest to the audience.

Program contents include:

- The nature and importance of leader character.
- The LCIA's dimensional model of leader character.
- The value of multi-source feedback for development.
- Coaching fundamentals: Laying the groundwork for an effective LCIA debrief experience.
- Thorough training on the LCIA-Self and LCIA-360 Assessments:
 - ✓ Development and validation.
 - ✓ The 11 dimensions of leader character and how they interact.
 - ✓ The importance of balance between dimensions.
 - ✓ Identifying common character profiles and how they manifest in the real world.
 - ✓ How to navigate the LCIA-self and LCIA-360 reports.
 - ✓ Step-by-step approach to delivering feedback.
 - ✓ Practice interpreting results using sample reports.
 - ✓ Practice debriefing results using sample reports.
- Development activities and resources to support long-term development.

Our Approach

We recognize the importance of creating a space (both within and around) that facilitates participants' ability to focus, learn, and enjoy their time with us. We provide the option to begin each session with a brief mindfulness practice led by Dr. Ruby Nadler. Mindfulness refers to the practice of being attentive to and aware of what is happening in the present moment, and relating to these experiences in an open, curious, and accepting way. Dr. Nadler has specialized expertise in the areas of mindfulness and leadership character and has conducted research in organizations demonstrating the positive impact of mindfulness on both the ability to activate leader character and other important job-related outcomes.

Delivery Platform

The LCIA Certification Program is delivered virtually via Microsoft Teams.

Instructor



Dr. Ruby Nadler
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Dr. Ruby Nadler, a specialist in Cognition and Perception, is an expert in leadership character, mindfulness, and positive psychology. With a passion for fusing scientific research with practical application, she excels in enhancing leadership performance and emotional intelligence through individual coaching and group workshops. Recognized for her expertise, she was the recipient of the Ontario Centers of Excellence TalentEdge Fellowship in 2015. Her research has been featured on platforms including CBC, BBC Radio, Happify, and NPR.

Investment

\$6,000 CAD for 1 participant, \$15,000 CAD for 5 participants.

Price includes access to all required readings and resources, as well as a detailed workbook that participants will be able to take forward and refer to as a practical resource throughout their leader character development efforts.

Ready to Get Started?

[Contact us](#) to schedule your first session.

Speak with the Instructor

Not sure if the LCIA Certification is right for you? [Speak with the instructor](#) to learn more about the program and whether it's a good fit for your organization.