

CERTIFICATION OF ADMINISTRATORS

With our certification process, we ensure that all administrations of the Burke LAI are done with a high level of professionalism, and that feedback to participants is clear and accurate.



Burke Learning Agility Inventory™ For Succession Planning

How does learning agility enhance the succession planning process? Learning agility complements what we know about past job performance by providing information about a person's potential for growth, both in terms of skill development and leadership ability. We are making decisions today using information about personality and leadership style. Collecting learning agility data and including the results in succession planning discussions are ways to improve the decision-making process.

The Burke Learning Agility Inventory (Burke LAI)

The Burke Learning Agility Inventory helps identify potential. Succession discussions are typically about the combination of performance (what has the person done) and potential (what do we think the person is capable of in the future). Whether you are discussing who has high potential for the future or holding short-term talent reviews and staffing discussions, the Burke LAI is the right tool for assessing learning agility and leadership potential.

The Burke LAI is built on more than five years of research at Teachers College, Columbia University that compiled data originally collected at the Center for Creative Leadership. Norms are based on almost 400 leaders and executives. The strong psychometric qualities of the nine learning agility dimensions ensure a reliable measure of the constructs.



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Learning agility is an exciting addition to the succession planning process. Companies have struggled with a real measure of leadership potential.

Now they can go beyond past performance.”

– David E. Smith, Ph.D., EASI•Consult

We've been on your side of the desk. Contact us to get started.

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