

High Potential and Leader Development Programs

In this tight talent market, companies often spend a lot of time and resources to hire the best people, but don't always have the time to focus on how well they will lead and manage. Often, people are promoted into leadership roles because of their technical expertise, but that rarely translates to them being prepared to excel in the skills, behaviors and mindsets it takes to lead others and get the most out of their team. Leaders today must excel in their ability to:

- Think from an enterprise view and make complex decisions that have impact beyond their functional area
- Communicate clear goals and expectations for their team
- Give feedback and hold people accountable – often with team members who are former peers
- Navigate team members through healthy candor and manage conflict
- Create a culture of trust and maintain key stakeholder relationships
- Act with integrity, be authentic and inspire those they lead to find purpose and meaning in the work they are doing all while creating value for the organization

This is a tall order in an environment that is hyper competitive, always changing and unpredictable. You get it...developing leaders is critical, but it doesn't have to be difficult and we're here to help.

We address leadership development at three levels and here are some of our most requested topics.

Self-Leadership

- *Self Awareness with assessments such as Disc or MBTI and 360 feedback*
- *Emotional Intelligence*
- *Authentic and Inspirational Leadership*
- *Building Your Leadership Brand*
- *Positive Intelligence*
- *Leadership Resilience*

Team Leadership

- *The 4 Team Zones Model*
- *Developing Team Norms*
- *Reimagining Accountability*
- *Building High Performing Teams*
- *Coaching and Providing Feedback*
- *Matrixed Teams*
- *Orchestrating a Successful Team Launch*

Organizational Leadership

- *Building Culture*
- *Leadership Pipeline*
- *Developing Talent*
- *Leading Change*
- *Employee Engagement*
- *Stakeholder Management*
- *Values, Vision, and Mission*
- *Innovation: Creating a Culture of Revolution*

These topics help get the conversation started. As we learn more about the individuals, your challenges, strategy, and culture, we'll be able to recommend the specific content areas and learning format that will enable your leaders and organization to thrive.

CFO to CEO: What if we develop our people and they leave?

CEO: What if we don't...and they stay?

Our process is simple. Let the transformation begin.

You, your organization, your people are unique and we would never bring a cookie-cutter solution to an organization. Many of our clients struggle with similar issues so we start with proven frameworks, concepts and exercises, but the right solution needs to meet your specific goals, be relevant to the learners, and reinforce your culture. We'll get there in a 3 step process.

1 **Let's get to know each other.** Sharing things like engagement survey results, latest strategic plan, and your organizational goals accelerates our learning. Coupled with a few key interviews, we gather the intelligence we need to craft the most relevant program possible. We'll then share with you what we've learned and deliberate about possible solutions, scope the time commitment and get clear about the intended outcomes.

2 **Craft a design that optimizes engagement and application.** What we learn in the first step is then integrated into what we know and do best – design an experience that enables the people in your company to learn, prepare, and perform new skills and behaviors that will transform how they lead and how the organization performs. We'll provide clear picture of what the program will look like and collaborate with you to make sure the experience fits within your time frame and budget.

3 **Deliver, iterate and sustain.** Whether it is a one-day team building or a comprehensive leadership development program, your people will be immersed in a learning experience that is geared to the adult learner. We believe in some intensive pre-work to get the mind primed, very interactive live sessions that bring out the best in people (bonus – they are building critical relationships and trust), and plenty of opportunities to practice, get feedback, and fine tune their skills. We constantly tweak where we need to and embed the program with micro-assignments, accountability and measurable individual development plans.

The format of the program can be customized to fit the content and your schedule.

Clients typically schedule programs in either a intensive schedule of 1-3 days or an interval schedule with some time in between sessions. Most programs have pre-work assignments to get everyone on the same page and ongoing development plans to sustain the learning and application.

Intensive Schedule



Interval Schedule



We're honored to have developed the leaders at these organizations:

