

# Leadership Development



## CUSTOMIZED CONTENT

Tailored leadership content is developed based on best practice research and the needs of the organization. Leadership competencies serve as a framework for program content design to help build the leadership skills necessary to move the organization forward in the future.

## PEER LEARNING

Through in-person (or virtual) instruction, interactive modules are delivered that include opportunities to share experiences and learnings within the group. Peer coaching sessions provide a platform for sharing application of learned skills as well as opportunities to role play and practice new skills.

## INDIVIDUAL COACHING

Coaching sessions provide the opportunity for skill building and practice alongside an executive coach. Based on the results of a 360 assessment, coaches can tailor the conversations to development areas. Coaching also creates a confidential space to practice and problem solve while building necessary leadership skills.

## 360° ASSESSMENT

The use of 360° leadership assessments allows participants to gain a holistic understanding of their leadership skills from managers, peers and direct reports. The results of the assessment identify areas for development and improve self-awareness around critical leadership competencies. Results also help participants understand specifically what they need to do to move their skills to the next level.

## PROJECT APPLICATION

Practical application is key to building any skill, including leadership skills. Development programs that include group projects that address current organizational problems provide opportunities for applying leadership skills and sharing feedback with others in real time, while keeping participants connected to the business.

## IDEAL CANDIDATES

It is important to carefully select employees who participate in these programs. Choosing those who have been identified for future leadership roles through a succession process can provide development opportunities that will benefit the organization longterm. A diverse group of high potential employees and managers who need to develop leadership skills are also ideal candidates for these programs.

Constant change in business, technology and social norms push organizations to focus on continually developing their leaders. Leadership development programs provide opportunities for participants to focus on improving their skills through shared learning and best practice content.

## SUCCESS FACTORS

Requirements for success include identifying leadership competencies for the organization, building an understanding of the competencies at the highest level in the organization and identifying ways to hold participants accountable for demonstrating the skills or "walking the talk" in the future.