

Leadership Development Framework™

More than a workshop

An integrated learning and development model used to create sustainable leadership bench strength that directly impacts performance and the bottom line.

Becoming an Encouraging Manager

Level 1



Supervisors and managers in this level develop skills and behaviors to become encouraging leaders. They build on strengths and learn how to delegate, inspire and motivate their teams, communicate proactively, manage low performers, resolve conflict, and optimize their energy and time.

Becoming a Leader

Level 2



Managers in this level take on broader leadership roles and address the gaps in key leadership skills and behaviors such as: emotional intelligence, critical thinking, communication, decision-making styles, managing change and transition, developing others, and building a unified and committed team.

Executive Mastery

Level 3



Executives and senior leaders in this level deepen their leadership mastery in the following areas: leadership presence and agility, communicating culture and vision, mindful and resonant leadership, cultivating next-generation leaders, and inspiring, motivating, and engaging the workforce.

Outcomes for Your Organization

- Leadership bench strength
- Improved employee retention
- Climate of integrity and trust
- Improved company-wide communication
- Sustainable competitive edge
- Increased emotional intelligence
- Proactive change management
- Creative and innovative teams
- Higher levels of performance and productivity

Integrated Learning Model = Momentum



How It Works . . .

Each level in the Leadership Development Framework™ begins with a three-day intense workshop. Then, over the next four months, participants engage in continuous learning through a peer coaching model that uses interim facilitation and shadow coaching. During this targeted follow up, participants practice their leadership skills and behaviors while addressing real business challenges. They gain constructive feedback to advance their performance goals.

Participants learn from the following methodologies:

- Pre-course & Post-course Work
- ★ Assessment Tools
- ★ Experiential Learning
- Interactive Lectures
- ★ Customized Learning Projects
- ★ Simulations
- Case Studies
- ★ Peer Coaching
- ★ Executive Coaching
- ★ Lunch & Learn Forums

 *Building Leadership Bench Strength*
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