

# LEADING LEADERS

## SAMPLE CONTENT OVERVIEW (4-day program)\*

<b>Transition into your leadership role</b> <ul style="list-style-type: none"> <li>• How you uniquely add value to the organization</li> <li>• Transition in: <ul style="list-style-type: none"> <li>• Work values</li> <li>• Time application</li> <li>• Skills</li> </ul> </li> <li>• How your role as a leader is linked to other roles in the organization</li> <li>• How you free up time to be a leader</li> </ul>	<b>Translate strategy into operational plans and drive productivity</b> <ul style="list-style-type: none"> <li>• Handle the challenge of leading though other leaders</li> <li>• Ensure that your plans are executed effectively</li> <li>• Building line of sight up and down the organization</li> </ul>	<b>Develop leaders</b> <ul style="list-style-type: none"> <li>• Develop a coaching leadership style</li> <li>• Set SMART development goals for leadership performance</li> <li>• Link development goals directly to objectives</li> <li>• Coaching for performance as leaders</li> </ul>	<b>Assess and improve performance of Leaders</b> <ul style="list-style-type: none"> <li>• Evaluate whether a leader is a capable leader</li> <li>• Identify leadership potential</li> <li>• Build accountability and credibility around your assessment and development processes</li> <li>• Conduct effective people reviews</li> </ul>	<b>Lead across the organization</b> <ul style="list-style-type: none"> <li>• Establish optimal organizational boundaries between teams</li> <li>• Prevent organizational silo formation</li> <li>• How you effectively manage being part of a value chain</li> </ul>	<b>Select leaders and build the organization</b> <ul style="list-style-type: none"> <li>• Recruit direct reports based on their leadership potential</li> <li>• Build your organization with constant care</li> <li>• Deselect low performers and optimize your team</li> <li>• Disclose leadership potential in interviews</li> </ul>
<b>PERSONAL DEVELOPMENT PLAN &amp; EXECUTION PLAN</b>					
<b>WORK VALUES &amp; TIME APPLICATION ADJUSTMENT</b>					
<b>LEADERSHIP BEHAVIORS &amp; LEADERSHIP PERFORMANCE INDEX® SURVEY</b>					

\* The program will be customized to your organization