Leadership Excellence

Program Length: 2 Days

Assessments: 360 Degree Feedback, Everything DiSC® Management Profile and the Everything DiSC® Work of Leaders Profile

A key element of effective leadership is developing talent to meet the organization's future needs. Career development is recognized as one of the strongest tools for driving engagement and business results. Yet, many managers don't focus on it. This program helps leaders create an Individual Development Plan (IDP) to enhance their own development, while also helping their team members to do the same. It also identifies the leadership skills needed to help move their staff through change initiatives to accomplish targeted results.

Major Topics:

- **The Changing Needs of Leaders Today –** Understand what's important to employees in order to retain your best and brightest in today's highly connected world.
- **Receive 360-Degree Feedback –** Gain targeted insight into leadership strengths and development needs from one's manager, direct reports and peers.
- **Create an Individualized Development Plan (IDP) –** The IDP identifies a clear and specific path for one's own career development and is also a tool to also be used with employees.
- **Coaching Skills Needed for Employee Career Discussions –** Practice the specific communication skills needed when coaching an employee during a development discussion.
- **Identify Options for Development –** Recognize opportunities for employee enrichment, even when current career options may seem limited.
- **Conduct Development Discussions with Employees –** Practice the development discussion process to encourage employees to create, own and enhance their own IDP.
- **Lead Your Team to Accomplish Key Targets –** Further develop one's leadership approach towards Vision, Alignment and Execution to help each individual accomplish targeted goals.

Abundant reinforcement resources are included with this program. The course can be tailored to meet your targeted objectives by including or excluding the specific modules needed. See the course listings above for optional modules available.