

Leadership Development Process

Leadership Skills



LEADING SELF

<u>Leadership Skill</u>	<u>How Measured</u>
Adaptability / Flexibility	360 / Behavioral Science
Accountability / Responsibility	360 / Behavioral Science
Emotional Quotient (EQ)	Behavioral Science
Initiative	360
Integrity	360
Learning	360 / Behavioral Science
Resiliency	Behavioral Science
Self Awareness	360
Self Management	Behavioral Science
Work Standards	360

LEADING OTHERS

<u>Leadership Skill</u>	<u>How Measured</u>
Coaching / Mentoring	360 / Behavioral Science
Delegation	360
Diplomacy & Tact	Behavioral Science
Empathy	Behavioral Science
Influence	360
Relationship Building	360
Team Management	360
Understanding & Evaluating Others	Behavioral Science

EFFECTIVE COMMUNICATION

<u>Leadership Skill</u>	<u>How Measured</u>
Active Communication	360
Informal Communication	360
Listening Skills	360
Presentation Skills	360 / Behavioral Science
Writing Skills	360 / Behavioral Science

LEADING OPERATIONAL PERFORMANCE

<u>Leadership Skill</u>	<u>How Measured</u>
Conflict Management	360 / Behavioral Science
Organizing/Planning	360
Continuous Improvement	360
Creativity	360 / Behavioral Science
Decision Making	360 / Behavioral Science
Negotiation	Behavioral Science
Problem Solving	360 / Behavioral Science

LEADING THE STRATEGIC ORGANIZATION

<u>Leadership Skill</u>	<u>How Measured</u>
Business Acumen	360
Conceptual Thinking	Behavioral Science
Strategic Thinking	360
Customer Orientation	360 / Behavioral Science
Financial Skills	360
Futuristic Thinking	Behavioral Science
Growth Orientation	360
Risk Taking	360
Results Orientation	360 / Behavioral Science

Leadership Skills Measured by 360-Degree Assessment: **18**

Leadership Skills Measured by Behavioral Science: **9**

Leadership Skills Measured by both 360-Degree Assessment and Behavioral Science: **12**

Leadership Bedrock®
Leadership Development Process

PROCESS

OUTCOMES

1. Initial meeting with the leader
2. Conduct individual interviews with the senior leadership team
3. Conduct competency ranking survey
4. Process Launch Meeting

IDENTIFY THE ORGANIZATIONAL OBJECTIVES FOR LEADERSHIP DEVELOPMENT

- What does the leader want to be different than it is today?
- How do we define the current and future states?
- What is the time-horizon?

1. Conduct Leadership Bedrock® 360-Degree Leadership Assessment(s)
2. Administer Behavioral Assessment(s)
3. Executive Overview Session
4. Group session:
 - Leading Self
 - Leading Others,
 - Effective Communication

DEFINE LEADERSHIP FOR THE ORGANIZATION

- Create a common understanding of basic leadership principles
- Create a common leadership language for the organization
- Create a solid foundation for Leadership Development

1. Individual meetings with participants
2. Debrief 360-degree Leadership Assessment(s)
3. Debrief Behavioral Assessment(s)

CONSTRUCT INDIVIDUAL LEADERSHIP DEVELOPMENT PLANS (ILDLP)

- Self Awareness
- Written ILDP

- Individual Leadership Coaching
- Group Discussion Session(s)

LEADERSHIP COACHING SESSIONS

- Leadership Skill Development
- Leadership Behavior Modification
- Enhanced Engagement & Performance

- Application & Execution

PRACTICE LEADERSHIP

- Measurement

MEASUREABLE RESULTS OF DEFINED OBJECTIVES

- **Learning:** Knowledge transferred as a result of the process
- **Application:** On-the-job behavioral change
- **Impact:** Change in business outcomes
- **ROI:** Financial benefits compared to program costs

GROUP
INDIVIDUAL