



## **LEADERSHIP EFFECTIVENESS PROGRAM™**

### **Background**

The Leadership Effectiveness Program (LEP) includes leaders, with and without people management responsibilities. LEP has been designed as a leadership program that utilizes a consistent and integrated approach for developing leaders across the organization. This approach represents a move from a single experience to one that embodies an overarching framework and process, thus enabling management to learn skills they need to be effective and to develop in their role. They will also have an opportunity to develop their leadership through experiences that create awareness about themselves, their approach and their impact on others.

### **Objectives of Program**

- To provide an ONGOING intensive professional and personal leadership training program as a vehicle for setting in motion a HIGHER LEVEL OF MANAGEMENT and LEADERSHIP SKILLS in the organization
- To build a RESILIENT organization with leaders able to make quantum changes for increased productivity and performance
- To RETAIN the employees identified as significant contributors by providing them with the skills needed to be even more effective as leaders
- To build RELATIONSHIPS across the organization by keeping the participants together as a group for the full program.

## An Integrated Approach

- Systematic in that all the modules are linked, and evolve from core management skills to core leadership skills
- Modular in format running regularly in monthly sessions throughout the year to allow for flexibility, consistency and on-the-job applicability
- Integrated in terms of the modules incorporating various leadership skills over the course of the year
- Supportive involving Action Learning session between formal sessions to build relationships through
  - a) grouping of learning partners to support practice exercises between sessions
  - b) providing support in dealing with real workplace issues
- Systemic in that the identified participants will be representative across the various areas of the organization
- Foundational for the advancement of leadership skills and the development of personal potential. The modules can be linked to more intense skill-development programs in those areas that participants wish to further develop or for which they are recommended. For example, basic coaching skills are included in the Leadership Effectiveness Program, and participants can also attend a 3-day intensive workshop on Transformational Coaching separate from the program.
- Culture-building. Participants work in smaller groups to build networks of leaders, a common culture, language and skills across the organization.

## Outcomes of Program

For the organization the outcome will be: increased, sustainable performance results.

For the individual the outcome will be: the development of new skills for enhanced management and leadership effectiveness. The development of skills in the program represents a progressive expansion from core management skills to core leadership effectiveness skills.

## Program Design

Up to 20 participants will be selected from across the organization and will attend the program together for a total of 12 days over one year as follows:

1 <sup>st</sup> Session (Opening)	2 nights and 2 days
2 <sup>nd</sup> to 9 <sup>th</sup> Session	1 night & 1 day a month for a total of 8 days
10 <sup>th</sup> Session (Closing)	2 nights and 2 days

Participants will be provided with support throughout the program in order to maximize learning and on-the-job application:

- Participants choose a learning partner to work together in order to practice their skills in between sessions.
- Action Learning groups will be conducted between sessions as additional support in transferring learning back to the workplace. Participants will have the opportunity to bring current issues they are working on for support from their group and the facilitator.
- Individual coaching for participants as required, to a maximum of 3 hours for each participant over the course of the program.
- Customized 360 Feedback Instrument for this program.
- The use of instruments and tools to enhance self awareness of strengths and development opportunities, such as the MBTI Personality Type.

## Evaluation

Evaluations will be conducted regularly through the program for the purpose of improving the design of content and delivery, appropriate to the uniqueness of the organizational culture.