



Why does this matter?

The leader is a steward of the talents and efforts of her employees. By definition leaders cannot succeed alone—they succeed as they help others become successful.

Leadership development is arguably the most important piece of your performance improvement efforts. Leaders are, after all, ultimately responsible for performance improvement—they may role model or ignore optimum behaviors, promote or hinder desired change. Without strong focus on the leader piece, any performance improvement solution you design may ultimately fail.

How can we help you?

We can help you develop leaders worthy of their position of authority. Our services include:

- Innovative “theme-based” development programs that will enable the participants to better remember what they learned.
- Personality and 360 competency assessments.
- Assistance with succession planning.
- Ongoing executive coaching.
- Customized programs to match your organization's competency structure.

Most of our leadership development programs are available for licensing—consult us for details.

Leadership & the Big Five

The Big Five is a powerful personality tool particularly useful for leadership development processes. Reasons for the usefulness of the Big Five include:

- Leaders must know themselves first before they can lead others.
- Leaders must understand the fabric of their teams.
- Personality is a source of leadership bias.
- The Big Five has been connected through extensive research to myriad leadership competencies

Consult us for information on the Big Five—we will offer you a complimentary “try out” and interpretation session.

Our Programs

Leadership Connection prepares newly promoted leaders for their new responsibilities. In the opening simulation, participants must prepare their city to host the Olympic Games. They must select a team, build the facilities, and manage inevitable problems that arise. Program topics include *self-awareness, diversity, conflict resolution, building a team, delegation, motivation, and development of others*. **Two versions** of this program are available: An intensive **3-day program** including extensive personality testing, competency analysis, and real life simulations and a fast-paced **4-hour "mini-module"** featuring the Olympic simulation and the short form of the WorkPlace Big Five ProFile. *Available for licensing, consult us for details.*



Leadership Challenge is a **3-day** intensive leadership experience based on the seminal work of professors Jim Kouzes & Barry Posner and inspired by King Arthur's Camelot Court. Participants are "knights" in King Arthur's Round Table. They debate the fate of Queen Guinevere, negotiate over feudal lands, and make process improvements in a lively jousting contest. Topics include personality and competency awareness, a thorough discussion of the results of a previously completed 360 assessment, integrity, quality improvement, future thinking, team building, and celebrating accomplishments. This program is best suited for leaders with at least 1 year of experience.

*If you don't see exactly what you need,
contact us and explain your objectives.*

*We may design a creative program
especially for you!*

Time Mastery (TOM) offers busy leaders a new take on traditional time management training. Participants must stop a pandemic in its tracks before it's too late! Topics include an assessment of time management skills, curbing interruptions, goal setting, and managing team time. **Two versions** of this program are available: A full day workshop and a 4-hour "mini module" for a quick tune up of time management skills. *Available for licensing, consult us for details.*

