

The Five Components of a Comprehensive Leadership Development Program





HOW WE DEVELOP LEADERS

Our programs feature research-based learning experiences and best practices for developing the skills and behaviors most relevant in today's workplace. These programs feature learning experiences developed from research-based best practices to develop skills and behaviors relevant to leadership success in today's workplace.

1. PROGRAM PLANNING & DESIGN

- Information gathering to identify learning goals, learner profiles, schedule requirements, and resources, conducted in collaboration with client
- Mapping of learning goals to existing content
- Materials creation
- Project management and governance

2. ASSESSMENT

- 360/multi-rater tools used in leadership coaching
- Normed and validated third-party self-assessment tools inform and personalize select workshop content

3. WORKSHOP CONTENT

- Interactive live online or in-person workshops curated from our content library
- Topical content on critical skills customizable to desired outcomes
- Self-paced and group action learning activities
- Expert facilitators
- Curated models and best practices applied in real-world context
- Networking and social opportunities

4. LEADERSHIP COACHING*

- Participant-selected certified coaches
- Assessment debriefing
- One-on-one coaching to formal development plan
- Support for application of new skills learned in workshop

5. SUSTAINABILITY

- Pre- and post-program evals
- Development planning
- Action planning
- Leadership manifestos or cohort commitments
- Post-session challenges
- Accountability partnerships
- Manager conversation guides

* Optional Component

1. PROGRAM PLANNING & DESIGN



- Our account executives and instructional design team collaborate with client stakeholders to establish learning goals, develop a program schedule, outline content (including any customization requirements), select facilitators, and craft communications.
- Support continues throughout the program’s duration with program kickoff meetings, assessment administration, periodic review meetings, and evaluation/feedback gathering and reporting.

2. ASSESSMENT TOOLS



- Assessment instruments based on colleague/stakeholder feedback or personal insights are utilized to provide data on natural tendencies, traits, behavioral styles, motivators, values, or other elements.
- Assessments align with specific workshop content.

Self-assessments may include:

- Everything DiSC® (Management, Workplace, Productive Conflict, and/ or Work of Leaders)
- EQI 2.0®
- Trust Quotient Assessment
- Decision Style Profile®
- Change Style Indicator®
- Influence Style Indicator™
- Thomas-Kilmann Conflict Mode Instrument

360 instrument options:

- The Profilor
- Hogan
- LEA

3. WORKSHOP CONTENT



- Self-paced and facilitated learning content targets the skills, behaviors, and mindsets needed for individual success and organizational culture development.
- Executive panels, peer roundtables, and networking events can supplement workshop content.
- Senior-level programs are based on Wiley's *Work of Leaders* model.
- Workshops are typically two or three full days in person, or 12 to 18 total live online hours.

Content topics may include:

- Accountability
- Change management
- Collaboration
- Conflict management
- Courageous leadership
- Critical thinking
- Delegation
- Emotional intelligence
- Feedback
- Influence
- Leadership mindset
- Performance management
- Resilience
- Strategic thinking
- Trust
- Understanding your leadership style

4. LEADERSHIP COACHING



- This optional program element provides individualized coaching to support participants in processing and applying assessment insights and other aspects of the learning experience to their current job.
- Coach and participant debrief 360 results, create development plans, and discuss workshop experiences to support application of learning.
- Participants select their own coaches after reviewing bios and conducting interviews.
- One-on-one coaching meetings are scheduled before, between, and after workshop experiences.

5. SUSTAINABILITY

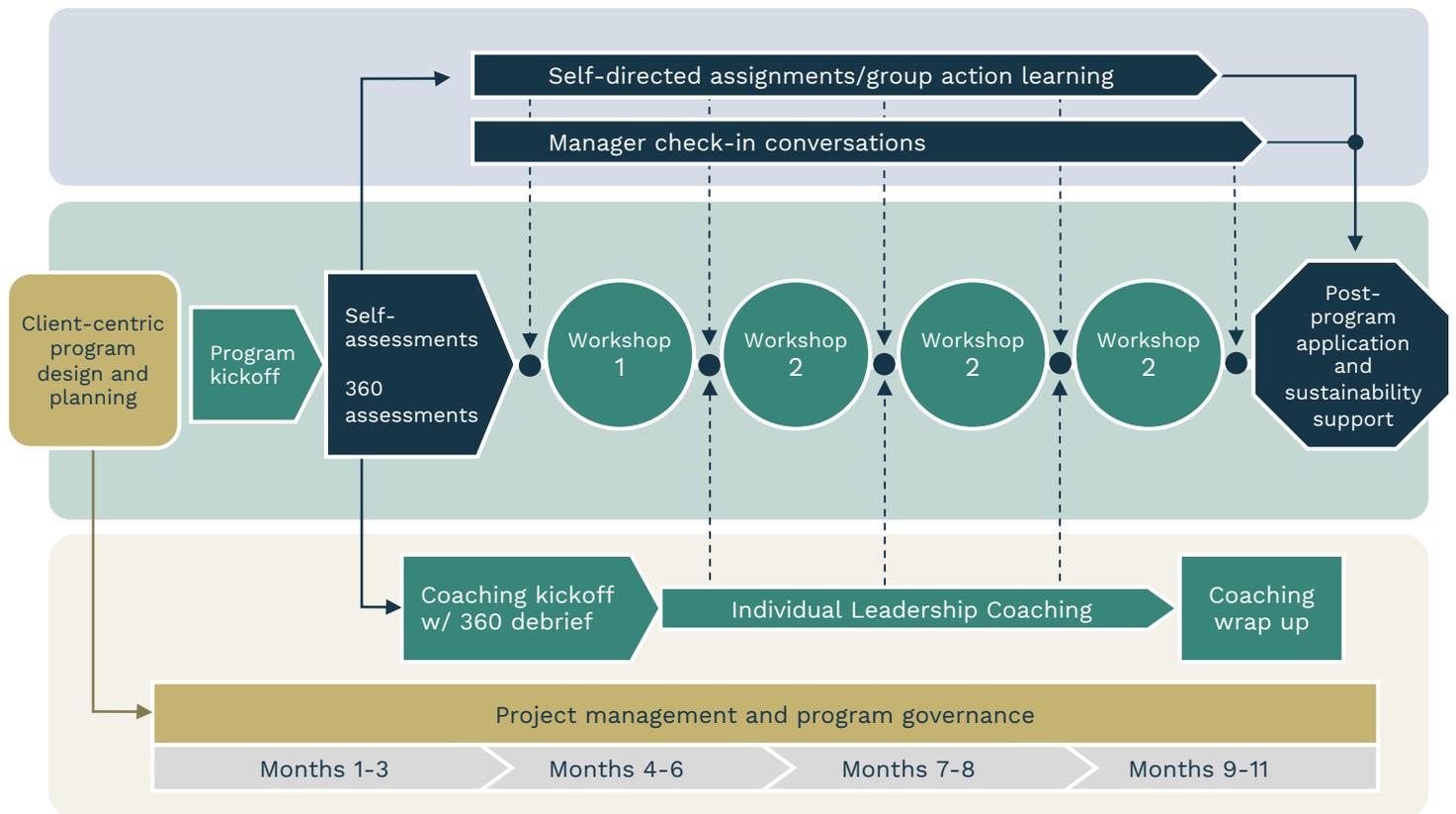


- Workshop content is supplemented with self-paced and group action learning activities that offer application and reinforcement.
- For live online workshops, supplementary content is accessed via the Dion Leadership Learning Platform (LMS).
- Action planning, post-session challenges, capstone activities (including presentation of individual “leadership manifestos” and cohort commitments), and support tools for managers sustain participants as they apply and develop new behaviors and skills.
- Pre- and post-program evals track growth in perception of individual skills and confidence level.

LEADERSHIP DEVELOPMENT PROGRAM ROADMAP



Together, these five components create a roadmap that shows the order and relationships between each across a typical 9-to-12-month program. The process begins with program planning and design. A kickoff meeting prepares learners for the program. Participants choose their coach and complete assessments, then begin workshop learning sessions, which are interspersed with self-directed and group learning assignments. Individual coaching runs parallel to this part of the process, which ends with actions to promote learning sustainability. Program management and governance, a collaboration between Dion Leadership and client stakeholders, runs throughout the program.



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www.dionleadership.com/contact

39555 Orchard Hill Place, Suite 115 Novi, MI 48375

Phone: 248.515.2235

Email: LetsTalk@DionLeadership.com

www.DionLeadership.com

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