

THE LEADERSHIP EDGE SERIES

Program Description

Overview:

We have had many organizations tell us they would like a measured, long-term approach to growing their leaders. If you are wondering how to do that, we have a plan that might work for you!

A key part of this long-term approach is to measure the effectiveness of the management or leadership team and our training and coaching. How do we do that? We ask participants to complete the KnowLEDGE for Leaders assessment before we begin any initiatives. This helps us identify the knowledge/skill levels of managers, supervisors, leads, and/or leaders currently. If leaders don't know what they should be doing, it's difficult for them to do the right thing. This pre-training assessment measures if, prior to attending training or coaching sessions, they know what they should be doing.

After assessing the team, we will partner with you to discuss the best way to work with your team to improve their knowledge and skills (and therefore performance) in the areas necessary.

When the areas for development have been addressed, we would wrap up this process by having participants retake the KnowLEDGE for Leaders, to measure how much they have increased their knowledge/skill levels and how effective our training and coaching was. Once participants know what they should be doing, the last measure is to see if they are putting it into practice. The Edge 360 assessment does just that. Feedback is gathered from "all around" - boss, peers, customers, and employees to see if they have implemented what they know.

Below is a sample to illustrate what a two year training plan might look like. As always, we plan on customizing this plan to meet your needs and the needs of your team.

Year 1:

Knowledge for Leaders (KFL) Assessment Explanation – Month 1
Knowledge for Leaders Results Explanation & Action Plan Completed – Month 1
Coaching (Learn About Managers/Review KFL Action Plan) – Month 2
Managing Change – Month 3
Coaching – Managing Change – Month 4
Managing Conflict – Month 5
Coaching – Managing Conflict – Month 6
Communicating Effectively – Month 7
Coaching – Communicating Effectively – Month 8
Documenting & Disciplining – Month 9
Coaching – Documenting & Disciplining – Month 10
Performance Management & Setting Goals and Standards – Month 11
Coaching – Performance Management & Setting Goals and Standards – Month 12

Year 2:

Problem Solving & Decision Making – Month 13
Coaching – Problem Solving & Decision Making – Month 14
Coaching – Review Influence & Negotiation & Any Other Questions on KFL – Month 15
Knowledge for Leaders Assessment Retake (to see improvement in knowledge of leadership) – Month 16
Knowledge for Leaders Assessment Retake Results – Month 17
Explain 360 Assessment – Month 18
Coaching – Roll-out 360 Assessment Results & Action Plan Development – Month 19

Length:

Each Training Session: 3 Hours
Each Coaching Session: 30-45 Minutes

Participant Materials:

Handout,
KnowLEDGE for Leaders OR KnowLEDGE for Leads,
Edge 360 for Leaders OR Edge 360 for Leads

