



Leadership Development Program (LDP)

This six-session leadership development program, conducted over an eight to twelve month period, helps participants understand and develop the advanced leadership skills needed to succeed in business today. Participants learn the full range of important leadership competencies, including: managing both personal and organizational change, leading high performance teams, managing conflict, communicating effectively, delivering effective performance feedback and building an accountable organization. A strong theoretical framework is taught with key models practiced during the sessions. A variety of activities, assessments and initiatives are used to fully engage everyone in the learning process. This course uses a highly interactive teaching style, combining discussions of relevant theory with practical psychological assessments, practice simulations and team initiatives to create a rich and engaging learning environment.

Program Objectives:

- To nurture and reinforce great leadership behaviors and skills
- To provide structure and strategies for building high performance teams and organizations
- To develop strong change leadership skills
- To improve interpersonal skills in the areas of communication, conflict management and performance feedback
- To maximize personal and organizational accountability

Content:

- **Session 1 – Building a Strong Foundation:** this one-day session launches the learning community and begins increasing participants' personal awareness using the DiSC instrument; foundation concepts are presented and explored related to: forming strong relationships, building trust and understanding the stages of team development
- **Session 2 – Change Skills & Tools:** this two-day session uses classroom discussion and current change situations to explore the impact of change; useful change tools are learned including methods to assess and build engagement of employees
- **Session 3 – Leading Great Teams:** this two-day session uses classroom discussions and team initiatives to explore the various styles and approaches to leadership, including Situational Leadership® and empowerment
- **Session 4 – Conflict & Communication Skills:** this two-day session uses classroom discussions and various activities to explore conflict: the causes of conflict, conflict styles and how best to resolve conflicts; practice communication skills: listening, making presentations and asking great questions
- **Session 5 – Accountability & Performance Feedback:** this two-day session uses classroom discussions and practice with real situations to explore personal accountability and performance feedback; the three types of performance feedback are practiced – corrective, constructive and complimentary
- **Session 6 – Evaluation:** this one-day session reviews the prior 5 sessions to help participants reflect on their learning; participants each present a project to demonstrate how they applied the LDP course content