

Leadership Development Program

Program in a Nutshell

“A leader is someone whom others will follow to a place they would normally not go on their own,” is how the futurist Joel Barker defines leadership. Organizations need leaders who can rally the workforce when there’s a challenge, challenge them when they are mired in the status quo, calm them when the seas are rough, and propel them into action when there is a crisis. Leadership training courses rarely develop leaders of this type. It takes much more than traditional training to develop the type of a leader described here. Eogogics’s Leadership Development Program (LDP) offers a comprehensive process for grooming leaders. It will help you recognize and leverage your strengths, discover what prevents you from reaching your fullest potential as a leader, and then help you create a plan to get there!

Program Details

The exact duration and composition of your organization’s Leadership Development Program will be custom-tailored to your organization’s leadership development requirements. However, the LDP generally is a four to twelve month long program that includes the following components:

- *Individual Needs Assessment:* A comprehensive, up-front 360 degree survey to gauge how your superiors, peers, and subordinates view your performance.
- *Leadership Learning Plan:* Using the needs assessment results as a guide, you will design an individual Leadership Learning Plan (LLP) to serve as your roadmap for development during the LDP process. An LLP format, including provisions for defining and meeting specific leadership development objectives, will be provided.
- *Self-Directed Learning:* You may complete self-directed learning projects to build the competencies most needed by you. These projects may include case studies, shadowing, executive interviews, reading, specific skill development, behavior change activities, etc.
- *Action Learning Teams:* You will join a team of peers from the Orientation Session. Each team will analyze a current, real-life ‘hot topic’ facing your organization or industry. You will use state-of-the-art decision making and problem solving models and engage in benchmarking for increased external awareness. Each team will research solutions to its challenges and report its results to the senior management during the Capstone Experience at the end of the program.
- *Reflective Learning:* Leadership begins with self-awareness. One of the most potent leadership development tools is a journal that allows you to record your decisions and behaviors and their effect on the followers. You can then reflect on and share the findings with your peers. Each formal learning session provides the forum for reflecting on progress through reporting out to peers.
- *Just-in-time Instructor-Led Training Sessions:* Although much of the learning is self-directed, there are instructor-led training sessions interspersed throughout the program to help guide the leadership development process.
- *Coaching and Personal Board of Directors:* You will select a coach who will assist you throughout the LDP process to reflect on learning and assist you with your development. You should also seek a mentor within the organization as well as a career advisor within or outside the organization. These people will make up a personal board of directors.



LDP recognizes that individuals grow best when they work on real issues with their own colleagues, with the organization setting expectations, providing support, and evaluating their success. While entailing a lot of work, LDP is both fun and rewarding. While helping individuals grow into leaders, it can also help nurture professional relationships that work to the organization's advantage.

Organizations need leaders who can rally the troops when there's a crisis, challenge them when they are mired in complacency, soothe them when there is turbulence, and lead them into action that advances the organizational agenda. LDP requires a fair investment of time and money but can help develop the types of leaders Joel Barker referred to.

Call or e-mail us today to schedule the phone consultation that will allow us to understand your leadership development requirements and submit a custom LDP proposal with program details and costs specific to your organization's needs.

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