

DESIGNING AND IMPLEMENTING LEADERSHIP DEVELOPMENT SYSTEMS

Overview

When it comes to developing the leaders within your organization, the stakes are high – and the potential payoff is enormous. This workshop focuses on the creation of a systemic approach to leadership development.

Through our practical, hands-on approach, learn how to design and put in place the critical elements of a leadership development system which will integrate career planning, “fast track” development programs for high potentials, and succession management. Leave with an understanding of how to create a system that aligns your organizations’ leadership programs with the critical elements of strategy, culture, and business initiatives required for future competitiveness.

Who Should Attend

HRD specialists and HR, training, and executive and management development directors

Benefits & outcomes

- How to develop a rationale for developing leaders in your organization
- How to identify the specific leadership capabilities required in the near future, and assess talent gaps
- How to determine the most efficient and effective means of developing the talent you need
- How to utilize action learning in your leadership development initiatives

Note: As a participant, you receive a FREE Linkage Leadership Roles Card Deck at the program

Module 1: The Leadership Development System

- Linkage's Leadership Development System Paradigm
- Four critical strategic questions
- Key steps in creating a leadership development system

Module 2: Future Leadership Requirements Analysis

- Steps of the Future Leadership Requirements Analysis
- Nine Factor Analysis Tool: Understanding future business challenges
- Case study practice part 1: Analyzing future leadership requirements
- Identifying critical leadership competencies for the future

Module 3: Current Leadership Capability Analysis

- Types of organizational capability assessments
- Types of individual capability assessments
- Case study practice part 2: Current capability analysis and strengths-gaps assessment
- Generic vs. customized assessment tools

Module 4: Leadership Development Tools and Activities

- System of leadership development tools and activities
- Range of leadership development activities
- Learning methods and styles to consider when creating development activities
- Case study practice part 3: Designing a leadership development program
- Measurement and evaluation of leadership development activities

Module 5: Aligning Leadership Development with Strategic HR Components

- Strategic HR components to be aligned
- Assessment: Alignment of leadership development with HR components in your organization
- Identifying and removing obstacles to alignment

Linkage Training Programs are approved by the following organizations

