

# The Advisory Alliance

TALENT. LEADERSHIP. PERFORMANCE.<sup>SM</sup>



## Leadership Development Series

### Business Challenge

Companies are increasingly concerned about the impact their leaders have on key performance metrics, including the retention and productivity of their employees. In many cases, leaders with technical or manufacturing backgrounds have never had a formal opportunity to learn effective leadership skills. The results can be significant, with inexperienced leaders' unintentionally increasing turnover, lowering morale, and reducing employee productivity.

### Who Will Benefit

The **Leadership Development Series** is suited for Leaders with a technical or staff background, as well as Senior Leaders (e.g., Senior Managers, Directors, and above) who would benefit from a formal leadership development experience. It is ideally suited for organizations seeking to expand the capabilities of their leaders through a practical, direct, and rigorous process.

### The Focus

The Advisory Alliance's **Leadership Development Series** is a field-tested development process that increases leaders' ability and effectiveness in achieving results through others.

It provides leaders with an honest and frank view of themselves; the opportunity to build on their leadership strengths, and mitigate their potential weaknesses; and offers specific recommendations and best practices to lead and manage direct reports more confidently and effectively.

*(continued on reverse)*

### Key Content

- The patented Leadership Versatility Index<sup>®</sup> 360° feedback assessment for greater leadership insight & performance
- Group 360° feedback for highlighting and addressing group dynamics and performance
- Hogan assessments for greater leader self-awareness, performance, and risk mitigation
- Honest Conversations: Delivering high-impact Feedback to correct and improve employee performance
- Effective Coaching Skills: Helping your employees turn their potential into reality
- Building a Better Bench: Talent & Succession Planning for a continuous internal supply of great employees
- Skill / Will: Ensuring your leaders and managers can lead, coach, and delegate with all their employees
- The 5 Essentials of a High-Performing Team: What leaders need to do to build great teams
- Strategic Leadership Projects: Using real work and challenges to grow your leaders' capabilities
- 1-on-1 Coaching for increased candor about the leader's effectiveness, and jointly created solutions for improved performance



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### Outcomes

By implementing the **Leadership Development Series**, your organization will:

- Increase the leadership capabilities and performance of your leaders so they become more strategic, more self-directed and self-managing.
- Provide your leaders with a candid forum to examine their leadership strengths and confront their potential liabilities.
- Support and extend your leaders' and managers' ongoing development.
- Extend your leaders' ability to lead and develop both individual employees and teams more effectively.
- Reinforce the loyalty and retention of your high potentials.
- Develop a core set of strategic skills that your leaders and managers will leverage throughout their leadership career.

### Delivery

Delivered in ½- and full-day sessions, The Advisory Alliance's **Leadership Development Series** is typically delivered over several months, reflecting the capacity and pace of the organization. For those requiring a more compressed format, a 2 – 3 day program is also available.

### About Us

**The Advisory Alliance** develops high-potential leaders in talent-driven companies and organizations. We provide custom services for enhanced:

- Leader & Manager Development
- Executive Coaching, and
- Succession Planning.

Our clients are from the public, private, and non-profit sectors, across diverse industries. Services are delivered by our consultants based in New York, Princeton, Greensboro, Savannah, Dallas, Denver, and San Francisco, as well as through our national Advisory Alliance network.