



The Advisory Alliance

TALENT. LEADERSHIP. PERFORMANCE.SM

LEADERSHIP DEVELOPMENT SERIES

Business Challenge

Companies are increasingly concerned about the impact their leaders have on the morale, retention, and productivity of their employees, particularly their high potentials. In many cases, new leaders and those with technical 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 first-time Leaders, Leaders with a technical or staff background, as well as Senior Leaders (Directors and SVPs) who would benefit from a formal leadership development experience. It is ideally suited for organizations seeking to expand the capabilities of their leaders and managers 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 working with others.

It provides participants with an honest and frank view of themselves; the opportunity to build on their leadership strengths, and mitigate their potential weaknesses; and offers very 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[®] 360° feedback assessment for driving greater leadership insight and performance
- Group 360° feedback for highlighting and addressing group dynamics and performance
- Situational Leadership[®] II: Ensuring your leaders and managers can confidently lead at all levels, with all employees
- 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
- 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 **Leadership Development Series** participants for increased candor about their leadership effectiveness, and jointly created solutions for their 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 and managers so they become more strategic, more self-directed and self-managing.
- Provide your leaders and managers 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' and managers' 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 helps Fortune 500 & Mid-Market companies select and develop exceptional talent. Specifically, we help them refine their:

- Leadership Development,
- Executive Coaching,
- Selection & Promotion, 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, Savannah, Dallas, and San Francisco as well as through our national Advisory Alliance Network.