



This program is customized for each individual and is particularly effective in the following situations:

- *Leadership development has become critical to the individual's performance and contribution*
- *Communication or conflict situations exist that are focused around one individual or a team*
- *Communication in teams is not effective*
- *Personal or Leadership effectiveness needs to be examined*
- *Development of successful individuals toward promotion is required*

*"No problem can be solved from the same level of consciousness that created it."*

- Albert Einstein

## **INDIVIDUAL LEADERSHIP DEVELOPMENT PROGRAM:**

The Individual Leadership Development Program is a customized process designed to assess and develop leaders, managers, and key individual contributors. Through confidential assessment and individual coaching, participants develop greater self-awareness and a more thorough understanding of the impact of their behavior and leadership style on others. Through a situational analysis, feedback, and coaching sessions, participants learn appropriate leadership tools, strategies, and new methods of self-management to become more effective team leaders and performance management coaches.

This program includes an initial analysis of the situational factors that have precipitated the need for assistance, and this analysis may include seeking the input and perspectives of key individuals who are directly impacted by the participant's behavior. From there, the coaching sessions are designed to focus on very specific outcomes as they relate to development of performance and leadership competencies.

### **Coaching Sessions**

A series of coaching sessions (recommend a minimum of three to six to start) provide support and guidance for the individual's personal development and encourage accountability for implementing new behaviours and strategies..

The outcomes of the coaching sessions are:

- Knowledge of the impact one's behavior has on others
- Clarity on one's role as a leader and understanding the responsibilities and behaviours required for success
- Improved ability to take on both leader and follower roles
- Increased productivity through improvements in one's approach to completing tasks
- Strengthened interpersonal skills

Where necessary, additional meetings with both the participant and his or her manager will be held to ensure alignment of expectations and behaviours. Follow-up is conducted with the individual's manager after the formal coaching sessions have been completed, to ensure support will be in place for the individual's continued development. Senior leadership support and understanding are key to maximizing the return on investment in this process.