

BLADE

Business Leadership and Development (BLADE)

A critical key to organizational success is selecting and developing senior leaders who can navigate their organizations into the 21st century. BLADE is a high-impact 30-hour program that focuses on providing leaders with an opportunity to improve their skills in guiding a successful organization.

In this highly interactive workshop, participants:

- Confront simulated business challenges by planning as a team, managing personnel and financial resources, gathering and interpreting market data, and addressing customer and market expectations
- Describe and define the personal attributes of successful business leaders (e.g., decisiveness, knowledge of markets, customer focus, influencing others, learning continuously, emotional intelligence, driving for results, thinking strategically, etc.)
- Gain heightened self awareness about personal leadership strengths/developmental opportunities from peer feedback and a 360-degree leadership survey
- Discuss their feedback one-on-one with an experienced coach to help participants put the feedback to work, assess personal career goals, and develop strategies to continue to grow their business management skills (finance, marketing, strategy, etc.)
- Increase their knowledge of the global business environment and participate in a dynamic global learning activity
- Develop a personal action plan for applying workshop learning through a learning journal
- Work with their leaders and/or mentors to create an individualized leadership development plan



BLADE focuses on strategic leadership, business acumen, problem solving, and managing customer relationships. BLADE objectives include:

- Defining and developing effective leadership skills
- Understanding potential derailers
- Developing strategic leadership and problem-solving skills
- Enhancing business acumen by confronting a business challenge, planning as a team, managing company resources, interpreting market and financial data, and addressing customer and market expectations
- Bringing a product to market in a simulated business

- Determining the individual's comfort levels with risk-taking
- Improving the process of decision making under pressure
- Setting goals for developing business acumen and emotional intelligence

In BLADE, leaders attend an experiential, feedback-rich workshop where they receive multi-rater feedback, feedback on their behavioral styles and emotional intelligence, and expand their skills about some of the business acumen competencies necessary to continue their development as leaders. They participate in team-based activities designed to heighten self-awareness and have an opportunity to network and exchange ideas with other leaders. Specific program features include:

- A challenging web-based business simulation focusing on conducting competitive analyses, addressing customer and market expectations, and developing a winning business strategy
 - Skillscope, a 360-degree leadership feedback survey focusing on the success profile for effective leaders (customer may choose other 360-degree leadership surveys)
 - Inscape's DiSC Classic 2-Plus Behavioral Profile
 - Emotional intelligence survey
 - Inscape Learning's *Time Mastery Profile*
 - Individual action planning
 - Optional one-on-one *Jump-Start* coaching (2-4 sessions recommended)
 - Optional tele-training for participants' managers on how to support them on their development (2 hours)
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