



Leadership Excellence and Development (LEAD)



LEAD, a highly participative 30-hour workshop, provides leaders with 360-degree feedback, feedback on their behavioral preferences, and feedback on their decision-making styles. Formal feedback, both 360-feedback and feedback on personality, behavioral styles, and decision-making preferences coupled with developmental planning and goal setting, should be a part of any world-class leadership development effort, and are central features of LEAD.

In LEAD, leaders are immersed in a powerful workshop that focuses on building a keen understanding of the individual's leadership strengths and developmental opportunities. The program focuses on:

- Developing more effective leadership skills
- Understanding potential leadership career derailers
- Personalizing a “leadership vision” and linking it to the organization’s mission and values
- Increasing self-awareness
- Effective communication skills
- Teamwork
- Handling interpersonal relationships
- Decision-making
- Internalizing the company’s leadership competencies
- Motivating employees

LEAD supports organizational initiatives to update leadership development efforts and attract and retain talent. While the suggested program focus and objectives appear below, specific feedback tools can be exchanged for others if the client desires further customization. Specific individual learning objectives include:

- Gain an understanding of oneself through 360-feedback, exploring behavioral preferences, identifying natural strengths and potential blindspots, and relating these to leadership effectiveness
 - Identify areas for improvement and set developmental goals
 - Establish a personal “leadership vision”
 - Learn preferred decision-making styles
 - Learn how and when to adapt preferred decision making styles
 - Respect, appreciate, and value the diversity in how we think and behave
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“Any feedback intervention must be accompanied with goal-setting. There should never be feedback just for its own value. Tied to a goal or purpose, feedback helps people improve. Tied to nothing, it backfires.” Lombardo and Eichinger (2001)

Additionally, the workshop includes feedback on behavioral preferences and thinking styles using the Herrmann Brain Dominance Instrument (HBDI) as well as specific information on how the individual’s HBDI preferences impact how he/she manages and leads change. The final survey featured in the LEAD program is Discovery Learning’s Decision Styles Profile. This survey helps participants assess their preferred decision making styles and evaluate the effectiveness of those preferences. Program features include:

- Effective Leadership Indicator, Niagara Institute’s 360-degree management assessment instrument, Skillscope, Center for Creative Leadership’s 360-degree assessment, or the Leadership Practices Inventory (LPI) online
- Discovery Learning’s Decision Style Profile (DSP), which gives participants feedback on their decision-making preferences.
- Consulting Psychologist Press’ Myers-Briggs Type Indicator (MBTI)
- Herrmann International’s Herrmann Brain Dominance Instrument (HBDI). The HBDI, extremely highly rated by clients, provides an excellent overview of an individual’s thinking preferences along with insight as to how those preferences impact a leader’s behavior.
- Consulting Psychologist Press’ FIRO-B
- Optional one-on-one *Jump-Start* coaching (2-4 sessions recommended)