

Leadership Development Series™

▶ YOU DON'T HAVE TO BE A MANAGER TO BE A LEADER

The Global Novations *Leadership Development Series*™ is built around the skills and strategies necessary to effectively achieve “career best” experiences for yourself and your team members and give the organization the performance required to meet local and strategic goals.

OVERVIEW

Based on the *Four Stages® of Contribution* model, the *Leadership Development Series* helps participants understand how to move away from ‘independent contributor’ behavior and status and become someone who contributes through others, regardless of title or reporting relationships.

The *Series* is based upon current leadership research and learner demographics; the core content focuses on understanding the value of creating a capacity-building environment that leverages the diverse skills of your existing workforce.

The *Leadership Development Series* is module-based and highly customizable in length and content. You choose the skills and competencies that are most critical for the success of your new managers and build the program around them.

The program is designed to enable *Stage 3* behavior—increasing influence, organizational understanding, coaching, networking, etc.—regardless of title or position:

STAGE 1: Contributing Dependently

STAGE 2: Contributing Independently

STAGE 3: Contributing through Others

STAGE 4: Contributing Strategically

OUTCOMES

Upon completion of the course, *Leadership Development Series* participants will be able to:

- Recognize how the environment you create for your team can directly—impact the bottom line
- Use a set of Mobilizing Skills in everyday interactions to encourage high—performance through effective communication
- Use strategies provided to handle critical management situations. Evaluate and reinforce your own changed behaviors on the job through—use of continuous improvement tools

AT-A-GLANCE

- **Variable-length day program**, based on one-day Intro (classroom or webinar) plus half-day modules. One to three days total recommended
- **One Global Novations facilitator**, or your own trainer, certified through our Train-the-Trainer program
- Optional pre-work, and post-program coaching online or via phone available

BUILD THE RIGHT LEADERSHIP PROGRAM FOR YOU

The Leadership Development Series™ is a one- to three-day variable-length program built on the standard introduction module and the modules you choose from the Critical Management Situations menu. There are two versions of the introductory module, one for general audiences, and one for executive-level participants. The Introduction focuses on these key concepts:

- Capacity-Building Mindset
- The Four Stages® of Contribution Model
- Leadership Competencies
- Mobilizing Skills

FOUR STAGES OF CONTRIBUTION MODEL

The research-based *Four Stages of Contribution* model describes the impact individuals have throughout their career stages. Having the maximum amount of people contributing at a high level, personally and through others, creates greater organizational success.

CUSTOMIZE WITH CRITICAL MANAGEMENT SITUATION

(CMS) MODULES

Start with the introductory module (facilitated webinar or classroom), then decide on the skill-building focus that's best for you. Add the desired number of half-day modules to build your custom program. We suggest a two-day program for maximum impact; additional modules can be experienced over time.

1.0 DAY PROGRAM = Introduction + One CMS Module

1.5 DAY PROGRAM = Introduction + Two CMS Modules

2.0 DAY PROGRAM = Introduction + Three CMS Modules

2.5 DAY PROGRAM = Introduction + Four CMS Modules

3.0 DAY PROGRAM = Introduction + Five CMS Modules

CRITICAL MANAGEMENT SITUATION MENU

- Executive Overview
- TalentCoaching™
- Coaching a Performance Problem
- Coaching Performance
- Coaching Through Others
- Communicating Performance Standards
- Gaining Commitment to Performance Goals
- Conducting an Effective Performance Appraisal
- Influencing Internal Resources
- Leading Change
- Reducing Resistance to Change
- Turning Feedback Into Change
- Managing a Virtual Team
- Managing Priorities
- Resolving Conflict Situations
- Teaching a Job Skill and Delegating

LEADERSHIP DEVELOPMENT SERIES™

► WHO SHOULD ATTEND?

Professionals across all career stages

► PROGRAM LENGTH/FACILITATORS

One to three days recommended; additional modules after day one can be spread out over time. Led by one facilitator.

► TRAIN-THE-TRAINER CERTIFICATION

Program licensing and trainer development is available with the Global Novations certification process.

► LEARNING METHODOLOGIES

Facilitated classroom session with the flexibility of optional pre-work, performance-centered learning, experiential learning and classroom exercises. Follow-up processes include options for one-on-one and group coaching.

► LANGUAGE

English. Translation services available.