

Living As A Leader® Open Enrollment Leadership Development Series **OVERVIEW**



One of our key services, the **Living As A Leader® Open Enrollment Leadership Development Series**, is a comprehensive, steady-progress-over-time approach that equips leaders with depth and breadth of skill and knowledge. Participants include supervisors, managers and other key leaders. In some situations, it is also relevant to include team leaders, group leaders, project leaders, employees with high potential and technical professionals.

The Series consists of two critical elements for supporting the growth and development of leaders – **skill-building workshops** and **coaching sessions** with a leadership coach. Coaches help to ensure application of newly gained knowledge and skills in the workplace.

Leaders who successfully complete the Series will be workplace-ready – intentional and confident with the choices they make, instinctively knowing what to say and what to do.

PROCESS

Your leaders will become engaged in a multi-faceted process, not a program or an event. When participating in the Open Enrollment Leadership Development Series, they learn to become intentional and hone the skills necessary for achieving consistency in their leadership.

KEY FEATURES:

- Skill-building workshops combined with coaching, a unique approach that maximizes both education and application.
- An up-front feedback opportunity, involving the participant and his or her boss. This helps us prepare a personal development plan for each participant.
- The opportunity for participants to work with their own leadership coach.
- The option for 360-degree feedback on their strengths and opportunities for improvement.
- Access to learning technology tools (eLearning courses and the Living As A Leader® Mobile App) for added reinforcements along the way.

Skill-Building Workshops

Twelve core leadership topics, carefully chosen, serve as the foundation for the Series. These workshops provide leadership tools that participants will use day in and day out to more effectively lead others.

Workshop Benefits:

- Comprehensive development to build knowledge and skills in critical areas of leadership.
- Networking with peers in other organizations who have similar challenges.
- Application of skills to ‘real life’ leadership challenges.
- Increased confidence and competence to achieve greater results!

A study published by the International Personnel Management Association shows that where training plus coaching was compared to training alone, the combined approach increased productivity by 88% versus 22.4%.¹

12 Core Leadership Topics for Skill Building

- 1) The Seven Most Common Mistakes Leaders Make
- 2) Create a Culture of Employee Engagement
- 3) Communicate By Design
- 4) Understand Your Leadership Style
- 5) Maximize Performance 365 Days a Year
- 6) Conduct the Performance Review Conversation
- 7) Lead Across Generations
- 8) Support Yourself and Others Through Change
- 9) Resolve Conflict and Other Difficult Situations
- 10) Facilitate Productive Meetings
- 11) Bring Out the Best in Your Teams
- 12) Lead By Design

For a detailed view of the 12 core leadership topics for skill building and the Purpose, Process and Payoff associated with each, please refer to the *Living As A Leader® Open Enrollment Leadership Development Series Tell Me More* brochure.

Coaching Sessions

Participants tell us this is their favorite part of the Series! After deciding which tools acquired in their skill-building workshops will work best for them in certain situations, your leaders practice using these tools, day in and day out.

Our coaches work with your leaders individually as part of the Open Enrollment Series. This one-on-one support gives them valuable opportunities to personalize their development, apply critical skills and address specific leadership challenges. Leaders participate in a one-hour coaching session on a monthly basis.

Coaching Benefits:

- Individual accountability and expert support for application of skills learned.
- Practical solutions to address specific situations in the workplace.
- Individualized professional development, based upon personal priorities.

LEADERS OF PARTICIPANTS

The participants' leaders will also be engaged during the Series. We ask that they be familiar with the core leadership topics and skills provided during the skill-building workshops.

The leaders of participants will actively participate in a three-way coaching conversation (after the second workshop) that identifies the participant's strengths and weaknesses as a leader.

“Leader’ isn’t a title. It’s a responsibility.”

Aleta Norris, Living As A Leader partner

We recommend that the participant's leader touch base with him or her after each workshop to ask:

- How did your leadership workshop and coaching go?
- What did you find most helpful, interesting and useful?
- What specific skills and tools are you applying so far?



LIVING AS A LEADER SUCCESS ASSURANCES – “AT A GLANCE”

We're told over and over that the Living As A Leader® process is different! Why? It isn't just about training. Our process includes a thorough commitment to your success! While our focus is certainly on training and coaching, a number of success assurance tools and activities have been built into this comprehensive approach:

- Involvement of the participant's leader
- Follow-up reinforcement activities
- Reinforcement tools:
 - Participant Tip Cards
 - Leaders of Leaders Tip Card
 - Tips and To Do's
 - Leadership Journal
 - Recognition Notepad
 - Content Review Table Tents
- Learning technology tools:
 - eLearning courses
 - Mobile app reinforcements



**RED ROOSTER
CONSULTING,
INC.**

Red Rooster Consulting, Inc.
Located in Glenview and Chicago, Illinois
www.redrooster.net/living-as-a-leader/

©2017 Impact Consulting Group, LLC (ICG) (d/b/a Living As A Leader®). Reproduced under license from ICG. D & S Leadership LLC a partner organization of Red Rooster Consulting, Inc. is a licensee of ICG's Living As A Leader® Leadership Development System. Living As A Leader® is a registered U.S. trademark of ICG.

¹ *Public Personnel Management* (Winter 97, Vol. 26 Issue 4, p. 461), International Personnel Management Association.