

*The Challenges  
of Leadership  
Development*

Leadership development experts know that to be effective and highly regarded their programs must produce a pipeline of “ready now” leaders. Yet it remains challenging to ensure that participants put their learning into practice. And without taking action, participants may fail to adopt or even retain knowledge gained in the classroom. Action plans can help – but only to the degree that participants implement their plans (on their own, after first attending to their “real job” responsibilities . . .).

*Supplement  
your current LD  
curriculum*

The *Leadership Breakthrough Experience™* (LBX) supplements your current leadership development curriculum with a program that provides a structure for business results to be achieved at the same time that individual development objectives are actively pursued and skills are developed. Features include:

- Project teams each chartered to tackle (within about three months) a real business problem presented and sponsored by a business leader
- Project goals are actual business outcomes – costs reduced, quality improved, markets penetrated, clients captured, revenues generated – to be measured and achieved for successful completion of the project
- Development objectives accomplished via stretch roles and tasks on the team
- Generous helpings of feedback: team effectiveness survey, individual feedback, LD program coaching, sponsor feedback
- Development at all levels – the participants, their supervisors and regular teammates, the project sponsors, and others across the organization

*Does your LD  
program  
generate this  
type of  
feedback (yet)?*

*Leadership Breakthrough Experience™* participants often comment that it was the toughest, most beneficial learning experience of their lives. Some actual feedback:

*“I was able to work on my own leadership development: utilizing more delegation and realizing ways I can add value without doing all the work.”*

*“I was promoted to a leadership role, and working on the action team was a big part of that.”*

*“We were all there for one another no matter what throughout the entire process, beginning to end.”*

*“This was the best thing I have been involved in since being employed [here].”*

*“I left the team feeling like I would never again get that sense of strong team spirit, but I know I can take it back and apply it to my area.”*

A case study about this program appears in *The 2002 Annual: Volume 1 Training* (San Francisco: Jossey-Bass/Pfeiffer, an imprint of John Wiley & Sons) under the chapter titled [Action Learning at FinCo: A Learning History](#). The case study traces one team as it forms, plans, and executes its dual mission: professional development and bottom line business results (in this case, \$400K+ of annual transaction cost savings).

*A research-  
based approach*

When successful executives are asked how they developed the skills critical to their advancement, they overwhelmingly describe **challenging experiences**. They cite turning around a broken function, taking over a dysfunctional team, and starting up a new operation as the kind of “do or die” challenges that stretched their skills, boosted their confidence, and prepared them to step up to higher roles. At a *somewhat* less daunting scale, the *Leadership Breakthrough Experience™* puts future leaders in actual project situations that force them to develop and practice analytical thinking, leadership, teamwork, communication, delegation, influence, results-orientation, change management, and a host of other critical skills. Participants customize their roles in the program to exercise the skills needed to move ahead in their own careers.

*Some next  
steps*

To learn more, visit [www.resultsforachange.com](http://www.resultsforachange.com) or contact Andy Beaulieu at [andy@resultsforachange.com](mailto:andy@resultsforachange.com).