

Results *for a Change*

presents the

Leadership Breakthrough Experience™

It's not your mother's leadership development program. In the *Leadership Breakthrough Experience™*, your future leaders team up to explore an executive business challenge and develop a plan to achieve the bottom-line business goal. And that's just Day 1 of 90! The teams then strive to execute their plans and complete their challenges within the allotted timeframe. And through a variety of means (peer feedback, coaching, stretch roles, journaling, etc.), the program facilitates each participant's personal development journey.

Results orientation. All project goals are scoped as bottom-line business results – dollars, or other currency of your choice. No recommend-and-run here, to succeed the teams must implement their solution and achieve their assigned revenue gain or cost saving. A finance specialist will certify – or deny – that the team truly delivered.

Teamwork. Participants work on teams over the course of 13 weeks to achieve the goals selected by their sponsors. To succeed, the teams must perform at a high level, moving quickly to a level of candor and collaboration rarely achieved. Participants are surveyed about the team's development and performance, and about each other's contributions. And across the teams, there is opportunity for collaboration – or competition.

Learning, not training. The program provides opportunities for participants to put in practice what they have already learned from your LD curriculum. If they need a skill not present on their team, they have to be resourceful and find it. There is no "training" in this program.

Individual Development. As individuals, participants identify development objectives, and adopt a role or task on the team that places them in a stretch situation. Over the remainder of the project, participants fulfill their stretch roles, using whatever resources they can find for support. And at the same time they are receiving coaching from teammates, they are also providing someone with coaching in an area of their own expertise.

Exposure. *Leadership Breakthrough Experience™* participants gain valuable exposure to other areas of the business, and staff from executives, middle management and supervisors, to the front lines. If their proposals don't resonate they'll quickly learn what it takes to break through.

LD Program capstone. Your leadership development program is already well populated with courses, coaching and mentoring, annual conferences with executives, self-directed learning, rotations and stretch assignments, and other approaches. The *Leadership Breakthrough Experience™* supplements all this with a compressed team experience that participants will never forget.

What the program does for your organization and your LD function:

- Upgrades participant *learning* from prior coursework to *skills* (applied learning)
- Produces a positive ROI
- Gives participants the experience of their careers
- Teaches executives how to sponsor successful change projects
- Gives executives a clear and direct view of participants' leadership potential
- Turns normal business improvement opportunities into vehicles for learning
- Prepares your future leaders to tackle greater challenges and take on bigger roles
- Pulls LD staff into discussions about strategy objectives and improvement opportunities
- Supplements your current LD offerings and aligns with your talent management strategies
- Creates buzz!

To better understand how the *Leadership Breakthrough Experience™* can refresh and extend your leadership development program, contact:

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