

The Leadership Project™ Leadership Development Process

Resolve <ul style="list-style-type: none"> ○ <i>Be a Leader</i> ○ <i>Build Leaders</i> 	Define <ul style="list-style-type: none"> ○ <i>Steward of Vision (Clarity)</i> ○ <i>Steward of People (Care)</i> 	Cultivate <ul style="list-style-type: none"> ○ <i>Culture of Learning</i> ○ <i>Network of Accountability</i> 	
Assess	Introduce	Reinforce	
Key Issues...			
<ul style="list-style-type: none"> ○ What are the strengths and capabilities of the leadership team? ○ How loyal and productive are our employees? ○ Do our employees operate according to our shared values? ○ What improvements would have the biggest immediate impact on our organization? ○ What value could a leadership development commitment bring to the organization? 	<ul style="list-style-type: none"> ○ Teach foundational leadership principles ○ Introduce proven tools and processes of leadership development ○ Strengthen team skills ○ Build the foundation for a long-term leadership development culture 	<ul style="list-style-type: none"> ○ Support the Resolve to grow as a leader and grow other leaders ○ Clarify the roles and responsibilities of a leader as established in Define ○ Intentionally Cultivate the Environment of Learning and Accountability necessary for leaders and leadership development to thrive. 	
Tools to Assess	Tools to Introduce	Tools to Reinforce	
<ul style="list-style-type: none"> ○ Input: <ul style="list-style-type: none"> ○ 360° Feedback ○ Dimensions of Leadership Profile <ul style="list-style-type: none"> ○ Actual ○ Ideal ○ Commitment Index ○ Structured Interview ○ Output: <ul style="list-style-type: none"> ○ Team Assessment Report ○ Personal Assessment Report 	<ul style="list-style-type: none"> ○ The Leadership Workshop ○ Personal Leadership Development Plan ○ Accountability Partners ○ Post Activity Review (PAR) ○ Team Solve 	<ul style="list-style-type: none"> ○ Corporate Leadership Development Strategy ○ Team Learning Exercises (M)* ○ PLDP + Peer Accountability (W,M) ○ Implementation Coaching (M) ○ Priority Call (W) ○ Post Activity Review (P) ○ Executive Coaching (M or W) ○ Team Solve (P) ○ Project Accountability Tool (DAPCI)(P) ○ Team Goal Setting and Strategic Planning (P) ○ Strategic Leadership Meeting 	
Reproduce			
TLE Core Curriculum			
<i>The Fifth Discipline (Learning)</i>	<i>The Oz Principle (Accountability)</i>	<i>Built to Last (Strategic Thinking)</i>	<i>Be Know Do (Leadership Principles)</i>
<i>The Leadership Engine (Leadership Development)</i>	<i>The Five Dysfunctions of a Team (Team Dynamics)</i>	<i>First, Break All the Rules (Applying the Commitment Index)</i>	<i>Leading Change (Change Implementation)</i>

*(M) – Monthly

(W) – Weekly

(P) - Periodic