

## Leadership Excellence

*Developing Leaders Poised for the Future*

Career development is one of the strongest tools for driving engagement and business results. Yet, many managers don't focus on it.



*Are you Helping Them Grow...or Watching Them Go?*

- ✓ **Understand how leadership is changing in today's world.** – Retaining your top performers in today's highly connected world is a big challenge. Understand what's important to your employees and you will be better able to keep them.
- ✓ **Recognize development options for a variety of challenging situations.** – Sometimes, it can be difficult to find development opportunities when current career options seem limited. Learn to recognize opportunities for employee enrichment that can strengthen morale and productivity.
- ✓ **Benefit from candid 360-degree feedback.** – Our structured process for receiving feedback from one's manager, direct reports and peers provides the opportunity to gain targeted insight into one's own strengths and development opportunities.
- ✓ **Create a personalized Individual Development Plan (IDP).** – The IDP identifies a clear and specific path for one's own career development, and is a tool to also be used with employees.
- ✓ **Learn competencies needed to enhance employee development.** – Practice the specific skills needed when coaching an employee during a development discussion.
- ✓ **Lead others through change.** – Utilize the **Work of Leaders® assessment** to identify personalized strategies to communicate the vision, build alignment and encourage execution regarding any new change.
- ✓ **Conduct development discussions with employees.** – Practice the discussion process to encourage employees to create their own IDP, so that you can implement this same process with your own team back on the job.

*I found this to be the most beneficial training I have received in my career. It was the best course I have ever taken.*

Past participants describe their experience with the **Leadership Excellence** program.

**Leadership Excellence** doesn't end in the classroom. You'll also receive:

- Two live follow-up webinars designed to reinforce key concepts addressed in the program.
- Reinforcement Tips newsletters sent every two months for one year.
- An Individual Development Plan (IDP) template you can share for ongoing development discussions.
- Feedback from a Progress Questionnaire sent to fellow participants 30 days and 6 months after the live course.

*What Participants are Saying About the **Leadership Excellence Program!***

The majority of participants indicated the course would **increase their leadership effectiveness more than 50%.**



## **Benefits You Will Receive**

The Leadership Excellence Program has proven its ability to help managers stretch their own development to become a more effective leader. It helps managers:

- Receive candid feedback (frequently, for the first time) about their strengths and what others would like them to do differently as a leader.
- Enhance satisfaction at work, by focusing on their own career goals and helping their team members do the same
- Build an engaged, loyal workforce because employees feel their manager and the organization is invested in their growth

*If you don't provide opportunities for your people to grow,  
they will leave and someone else will.*



## **Contact**

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