

# Leadership for High Potentials: "Ready to make the choice?"



Please also ask us about customizing this program to your company needs

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- The main difference between the program for Senior and Middle Managers and the program for High Potentials is the consideration in the delivery with respect to the level of experience of the participants, i.e. High Potentials will typically have no more than 5 – 10 years of experience whereas Senior and Middle Managers will typically have more than 10 – 15 years experience

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- Purpose
  - To provide an innovative approach to leadership development *which you will be able to measure.*
- Focus
  - This workshop will address how to develop good managers into excellent leaders
- Target Audience
  - High Potentials who have been identified as future leaders and who need to learn what being a leader is all about

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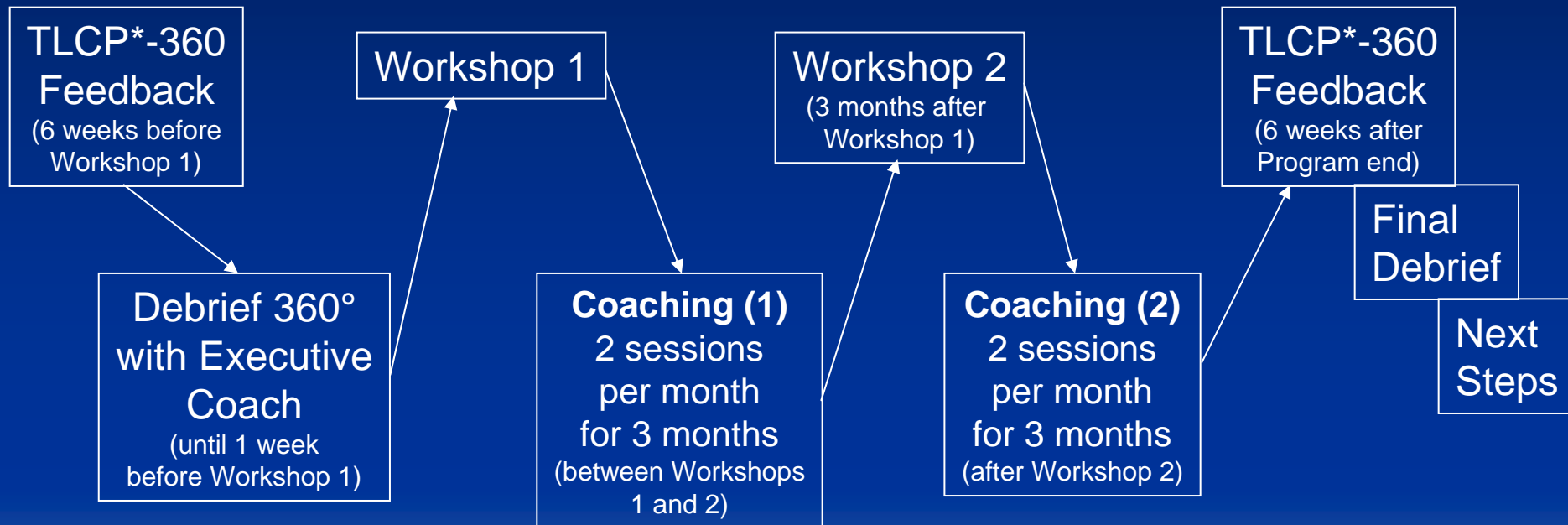
- Learning objectives – by the end of this program participants will be able to:
  - Make the choice about what type of leader they want to be
  - Set a clear direction for people
  - Inspire people to follow them
  - Ensure their plans get successfully implemented

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- Group-size of 6 to 8 people will allow for deep dialogues and highly leveraged learning
- Impact of the programs will be measured through the pre- and post-feedback assessments
- Combination of coaching and workshops will ensure ongoing learning, follow-up and on-the-job implementation

# Leadership for High Potentials: "Ready to make the choice?« Program Outline

## Activity:



\*TLCP = The Leadership Circle Profile

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- Pre-program 360° Assessment using TLCP\*:
  - Establish a baseline for each participant
  - One debrief session
  - Define key learning objectives for each participant with participant and his/her boss(es)

\*TLCP = The Leadership Circle Profile

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- Workshop 1 (maximum of 6-8 participants):
  - Day 1:
    - Introduction
    - What is Leadership?
    - Setting a direction – what does this mean?
    - Leadership and coaching
    - Sharing the TLCP\* 360° feedbacks
  - Day 2:
    - The 5P-model
    - Leadership and People
    - Leadership and the Plan
    - Action Planning

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- Coaching 1:
  - 2 sessions per month of 1 hour each for 3 months following Workshop 1

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- Workshop 2 (max of 6-8 participants):
  - Day 1:
    - Accountability – what happened with the action plan?
    - Leadership and Process
    - Leadership and Performance
    - Back to People:
      - Values and behaviours
  - Day 2:
    - Leaders versus Managers
    - Styles of Leaders
    - Bringing it all together
    - Actions

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- Coaching 2:
  - 2 sessions per month of 1 hour each for 3 months following Workshop 2

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- Post-program 360° Assessment using TLCP\*:
  - Establish the impact of the program on each participant
  - One debrief session
  - Definition of next steps

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# Leadership for High Potentials: "Ready to make the choice?"

- Intake Date: May 8, 2012 (to start 360° feedback)
- Workshop 1: June 21 & 22, 2012
- Workshop 2: September 25 & 26, 2012
- Location: Geneva, Switzerland

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# Leadership is a Choice Programs

*(all prices excl. TVA)*

- Leadership for High Potentials – "Ready to make the choice?"
  - All-in Program\*: CHF 8'999.00 per participant

*\*Note: The All-in Program includes 2 x 2-day workshops (including refreshments, lunches and one dinner each), two 360° feedbacks and 12 coaching sessions.*

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