

Leadership Bedrock®
Leadership Development Process

PROCESS

OUTCOMES

1. Initial meeting with the leader
2. Conduct individual interviews with the senior leadership team
3. Conduct competency ranking survey
4. Executive Session **OR** Process Launch Meeting

IDENTIFY THE ORGANIZATIONAL OBJECTIVES FOR LEADERSHIP DEVELOPMENT

- What does the leader want to be different than it is today?
- How do we define the current and future states?
- What is the time-horizon?

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1. Conduct Leadership Bedrock® 360-Degree Leadership Assessment
2. Administer Behavioral Assessments
3. Group session:
 - Leading Self
 - Leading Others,
 - Effective Communication

DEFINE LEADERSHIP FOR THE ORGANIZATION

- Create a common understanding of basic leadership principles
- Create a common leadership language for the organization
- Create a solid foundation for Leadership Development

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1. Individual meetings with participants
2. Debrief 360-degree Leadership Assessment
3. Debrief Behavioral Assessment(s)

CONSTRUCT INDIVIDUAL LEADERSHIP DEVELOPMENT PLANS (ILDLP)

- Written ILDP

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- Individual Leadership Coaching

1X1 LEADERSHIP COACHING SESSIONS

- Leadership Skill Development
- Leadership Behavior Modification

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- ILDP Execution

PRACTICE LEADERSHIP

- Measurement

MEASUREABLE RESULTS OF DEFINED OBJECTIVES

- **Learning:** Knowledge transferred as a result of the process
- **Application:** On-the-job behavioral change
- **Impact:** Change in business outcomes
- **ROI:** Financial benefits compared to program costs?

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Leadership Development Process

Leadership Skills



LEADING SELF

<u>Leadership Skill</u>	<u>How Measured</u>
Adaptability / Flexibility	360 / Behavioral Science
Accountability / Responsibility	360 / Behavioral Science
Emotional Quotient (EQ)	Behavioral Science
Initiative	360
Integrity	360
Learning	360 / Behavioral Science
Resiliency	Behavioral Science
Self Awareness	360
Self Management	Behavioral Science
Work Standards	360

LEADING OTHERS

<u>Leadership Skill</u>	<u>How Measured</u>
Coaching / Mentoring	360 / Behavioral Science
Delegation	360
Diplomacy & Tact	Behavioral Science
Empathy	Behavioral Science
Influence	360
Relationship Building	360
Team Management	360
Understanding & Evaluating Others	Behavioral Science

EFFECTIVE COMMUNICATION

<u>Leadership Skill</u>	<u>How Measured</u>
Active Communication	360
Informal Communication	360
Listening Skills	360
Presentation Skills	360 / Behavioral Science

LEADING OPERATIONAL PERFORMANCE

<u>Leadership Skill</u>	<u>How Measured</u>
Conflict Management	360 / Behavioral Science
Continuous Improvement	360
Creativity	360 / Behavioral Science
Decision Making	360 / Behavioral Science
Negotiation	Behavioral Science
Problem Solving	360 / Behavioral

LEADING THE STRATEGIC ORGANIZATION

<u>Leadership Skill</u>	<u>How Measured</u>
Business Acumen	360
Conceptual Thinking	Behavioral Science
Customer Orientation	360 / Behavioral Science
Financial Skills	360
Futuristic Thinking	Behavioral Science
Growth Orientation	360
Risk Taking	360
Results Orientation	360 / Behavioral Science

Leadership Skills Measured by 360-Degree Assessment: **16**

Leadership Skills Measured by Behavioral Science: **9**

Leadership Skills Measured by both 360-Degree Assessment and Behavioral Science: **12**