

Management Toolbox – Sample #2



Leadership Development Program

Participants:

300 Managers and Senior Managers divided into groups of between 12-18 that remained together throughout the course of the program.

Objective:

To develop individual leadership skills in line with the client's competencies at Manager and Senior Manager levels.

Rollout:

Over a 12 month period and including the following:

- A series of one-day programs as set out on this page.
- 360° survey and coaching for each participant
- An innovation project in 3 teams
- Recorded interview with Managing Director which formed the basis of *The Adaptable Leader* program
- All participants participated in a Reunion Day (REflection, UNderstanding, actiON) at the completion of the program which incorporated:

- Case studies – Each participant presented a case study concerning how they applied what they learnt to a business situation.
- Senior Management guest speaker who discussed leadership in the context of the bank's goals and culture
- Guest speaker who discussed the challenges of stepping up to the next level

Manager level	Senior Manager level
The Emotionally Intelligent Leader I	The Emotionally Intelligent Leader II
The Adaptable Leader I	The Adaptable Leader II
The Change Leader I	The Change Leader II
The Engaging Leader I	The Engaging Leader II
The Influential Leader I	The Influential Leader II
Negotiation Skills I	Negotiation Skills II
Reunion Day	