Supporting Leadership Development

Program Highlights:
You’ve mapped out the best leadership development curriculum possible. The training is well received, and behavior is starting to change. Then comes the kiss of death. Little or no management support leaves newly trained leaders spinning their wheels on the leadership development cycle. This course is designed specifically for the managers of leaders being trained in Interaction Management®. It helps managers understand the concepts and techniques their direct reports are learning. They also learn how to support the organization and their new leaders in this critical leadership development initiative.

Certification:
DDI Continuing Education (CEU’s)

Next Steps:
Related Courses:
Achieving Your Leadership Potential
Adaptive Leadership
Coaching for Success
Developing Others
Motivating Others
Reviewing Performance Progress
Setting Performance Expectations

Benefits:
- Helps managers establish and promote an atmosphere that stresses the importance of continuous learning and development.
- Proactively support development efforts of others to increase the likelihood that they will have a successful development experience.
- Create an action plan for supporting specific leadership development activities for their units and the organization as a whole.
- Ensure the organization receives a favorable return on investment of its time, resources, and finances devoted to staff development.

To learn more visit LFCCworkforce.com or call 540-868-7021
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| **UNIT 1:** Crime Investigation, or Death of an Initiative (1 hour, 15 minutes) | - Facilitator organizes learners into teams, reviews the background information on the activity and the instructions, and clarifies each team's role in the investigation.  
- Learners review the case and, working in teams, gather data from organizational memos, emails, and correspondence, employee comments, and an interview with the facilitator. The teams evaluate their files to arrive at a cause for the initiative’s demise, then they prepare to present their findings to the other teams.  
- Each team reports its findings, which the facilitator notes on a flip chart. Facilitator debriefs the activity and helps learners understand that there was no single cause to the death of the initiative, that what managers did and did not do before, during, and after the implementation contributed to the implementation’s failure. Facilitator links the case to the learners’ organization.  
- Facilitator conducts a quick poll and leads a discussion that highlights the manager’s role in the transfer of learning from training to the job.  
- Facilitator reviews the agenda and course objectives, linking the latter to the former.  
- Facilitator reviews the catalyst concept and the manager’s role in creating the environment for supporting leadership development. |
| **UNIT 2:** Your Organization’s Initiative (10 minutes) | - Facilitator (or a representative from the organization) discusses the organization’s current or upcoming training initiative and the learners’ leadership role in helping ensure that the initiative succeeds. Facilitator maps out the business need, rationale, and return on investment that is to be realized from this initiative and discusses the part they’ll play in each step of the process. Facilitator helps learners link these issues to the organization’s business goals, strategic priorities, vision, and values. |
| **UNIT 3:** Program Overview – The Interaction Process (40 minutes) | - Facilitator introduces the Leadership Imperatives and discusses how they define what it takes for leaders to succeed. Facilitator reviews the Interaction Guidelines and Key Principles, referring as necessary to the pre-reading.  
- Learners view a video of a meeting between a leader and an associate who is seeking coaching on a newly learned skill (negotiating). Learners are divided into two teams: One team identifies the leader’s use of Interaction Guidelines, the other the leader’s use of the Key Principles.  
- After a brief review of the STAR concept, learners view a video of two managers engaged in a discussion that results in both being frustrated and angry. They identify one area on which to provide feedback and work in teams to create STAR feedback. Facilitator reviews why effective coaching is an important skill for managers to use in supporting their leaders. |
| **UNIT 4:** Getting Sustainable Results (25 minutes) | - Facilitator introduces the Tool Kit and reviews the contents, focusing on the Manager Checklist cards. In small groups, learners evaluate what it will take to create sustainable results from their organization’s development effort. Using questions in the workbook as thought starters, they think through the actions they can take in the three phases for their unit’s or organization’s implementation and recommend personal steps managers can take. Facilitator debriefs. |
| **UNIT 5:** Challenging Situations (20 minutes) | - Working in teams, learners read several typical challenges that can occur when supporting leadership development, then determine how they would address each challenge using the tools and techniques learned so far in the workshop and provided in the Tool Kit. Facilitator debriefs the activity by having the teams report on their responses to the challenges. |
| **UNIT 6:** Your Action Plan (40 minutes) | - Learners use a blank Personal Action Plan form to create a draft action plan for their individual situation. They review their plans with a peer and get feedback. Facilitator debriefs by asking two or three volunteers to present their draft action plan to the entire group. Facilitator tells learners they can use the blank Action Plan after the workshop to revise and refine their draft plan.  
- Facilitator reviews any items noted on the Issues chart, then closes the session by reviewing the next steps for the organization or the managers. Facilitator encourages learners to remember their role as a catalyst and attend more in-depth training on the skills highlighted today. Learners complete an evaluation form, and the class is dismissed. |