Packaging Leadership Circle Products & Services

Community Learning Circle
21 April 2022

LEADERSHIP CIRCLE



Agenda

- Determining a client's development needs, goals, and readiness
- Designing a leadership journey incorporating LC Products: one-on-one, team, and organizational
- Create a game plan for continued progression and sustaining development
- Learn from peer solutions



Needs Assessment

- The coach approach:
 - 3 tiers of development: self, team, org,
 - Determining client goals:
 - Why want the engagement? What are desired outcomes?
 - What are our best practices to get desired and sustained results
- Breakout: What questions and approaches do you use to determine readiness?

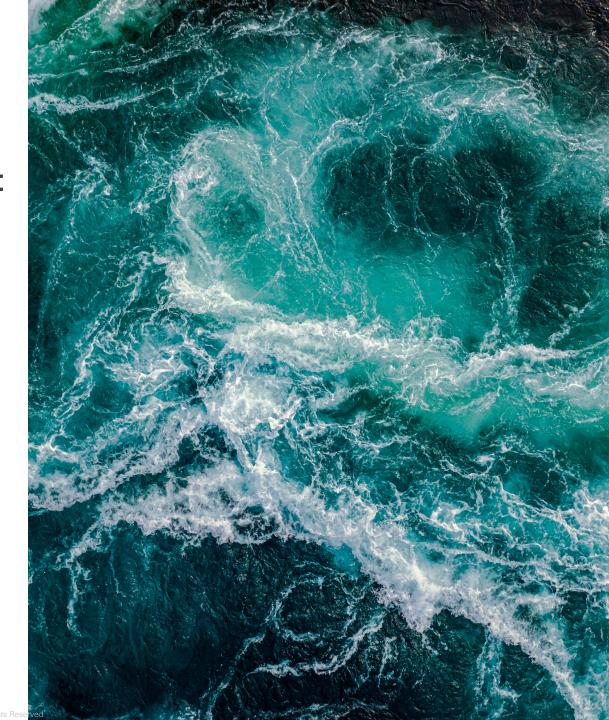




Moving from Needs to Action

- Leadership Circle tools available to you:
 - Self-Assessment
 - Leadership Circle Profile,
 Managers Edition & Retake
 - Group Report
 - Mat
 - Collective Leadership Assessment

...And you have your tools: Enneagram, ITC, 3VQ (Empowerment Dynamic), PQ

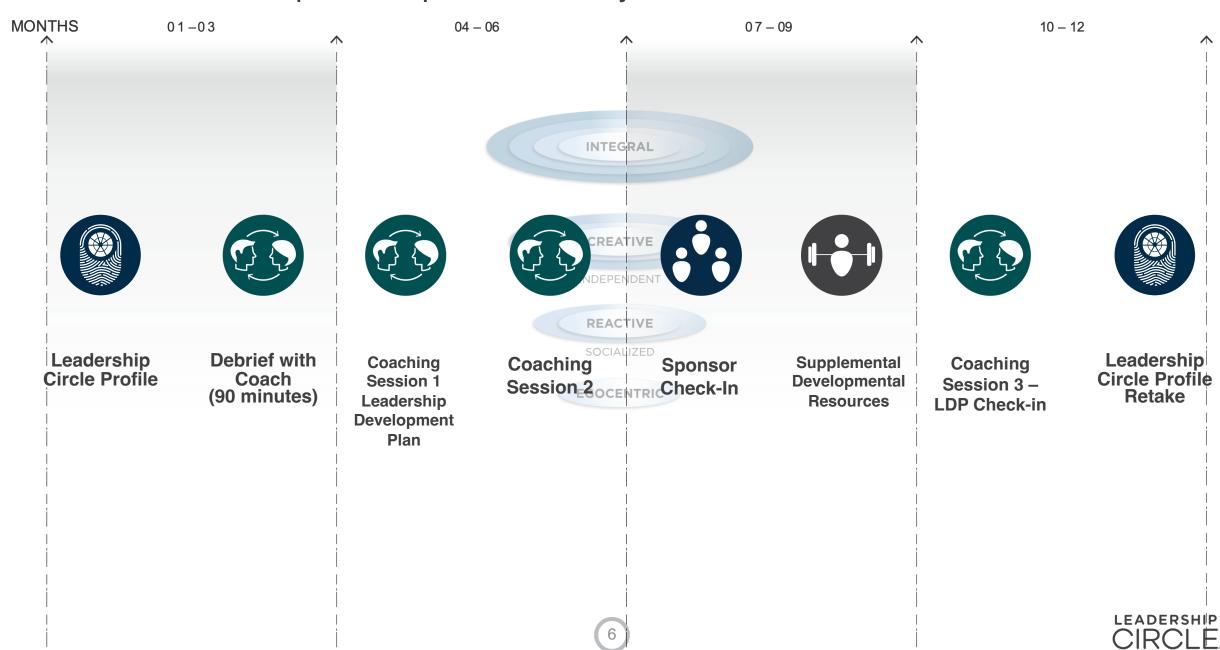


Entry Points

- Self / Individual Leadership Development
- Team
- Organizational



Individual Leadership Development Journey



Team Development Journey

interviews

MONTHS 01 - 0304 - 0607 - 0910 - 12 The Team Process is typically a 12month journey which moves the RETAKE PROFILES AND/OR VMI Leader and Team Leadership Circle to a Higher Level Profile (LCP) 360 assessment and team QUARTERLY STRATEGIC Focus ACCELERATOR interviews of Leadership Examine the core Effectiveness. In strategic/transformation QUARTERLY challenge facing team STRATEGIC and apply team charter this move more ACCELERATOR intentions to its resolution Examine the core network oriented. LCP DEBRIEF AND strategic/transformatio COACHING SESSION n challenge facing team status quo and apply team charter LCP debrief with intentions to its INDIVIDUAL GROWTH follow-up coaching QUARTERLY STRATEGIC resolution disruptive thinking FOLLOW-UP session to create ACCELERATOR COACHING 1-ON-1 systemic development emerges that Examine the core Support for for strategic/transformation activating Creative benefits the entire challenge facing team and INDIVIDUAL GROWTH Leadership goals apply team charter FOLLOW-UP resolution INSIGHT TO ACTION intentions to its resolution COACHING 1-ON-1 ecosystem. SESSION: 2-DAYS Support for for Integration of previous activating Creative work to establish team Leadership goals charter and new ways of working ASSESSMENT AND **TEAM INTERVIEWS** Leadership Circle PHASE 1 PHASE 2 Profile (LCP) 360 assessment and team

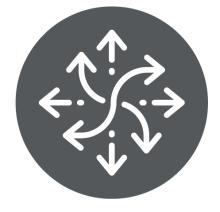


ORGANIZATIONAL SUSTAINABLE TRANSFORMATION



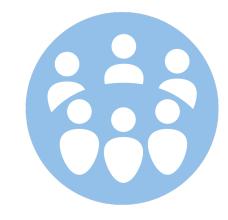
Individual Preparation

Leadership Circle Profile 360 with 1-on-1 debrief (90min virtual)



Cross Functional Intervention

Cohort-based learning laboratory that fosters deep reflection & experimentation



Intact Teams & Collective Leadership

Integrated team and leader experiences to imbed new thinking in the business



Reimagined SLT Conference

Setting the context and cocreating the principles for our reimagined future



Building Internal Capabilities

Help build and develop the internal capability to support ongoing transformation





Breakout – 15 minutes

What LC tool-packages have you created for your clients?

How do you sustain development?



