

**Welcome to the LDP-Pulse Webinar!**



**LEADERSHIP CIRCLE**  
**PULSE™**

CREATIVE

INTEGRITY

COURAGEOUS  
AUTHENTICITY

ICITY

## Today's Topics

- Why LDP-Pulse for Clients and Leaders?
  - Why this Certification is so good!
- The magic of the LDP
- Two paths: What can be accomplished in 9-12 months!
- New Pricing – Removing all barriers
- The updated Product – Ease, Flexibility, Individual and Group



LEADERSHIP  
DEVELOPMENT  
PLAN™

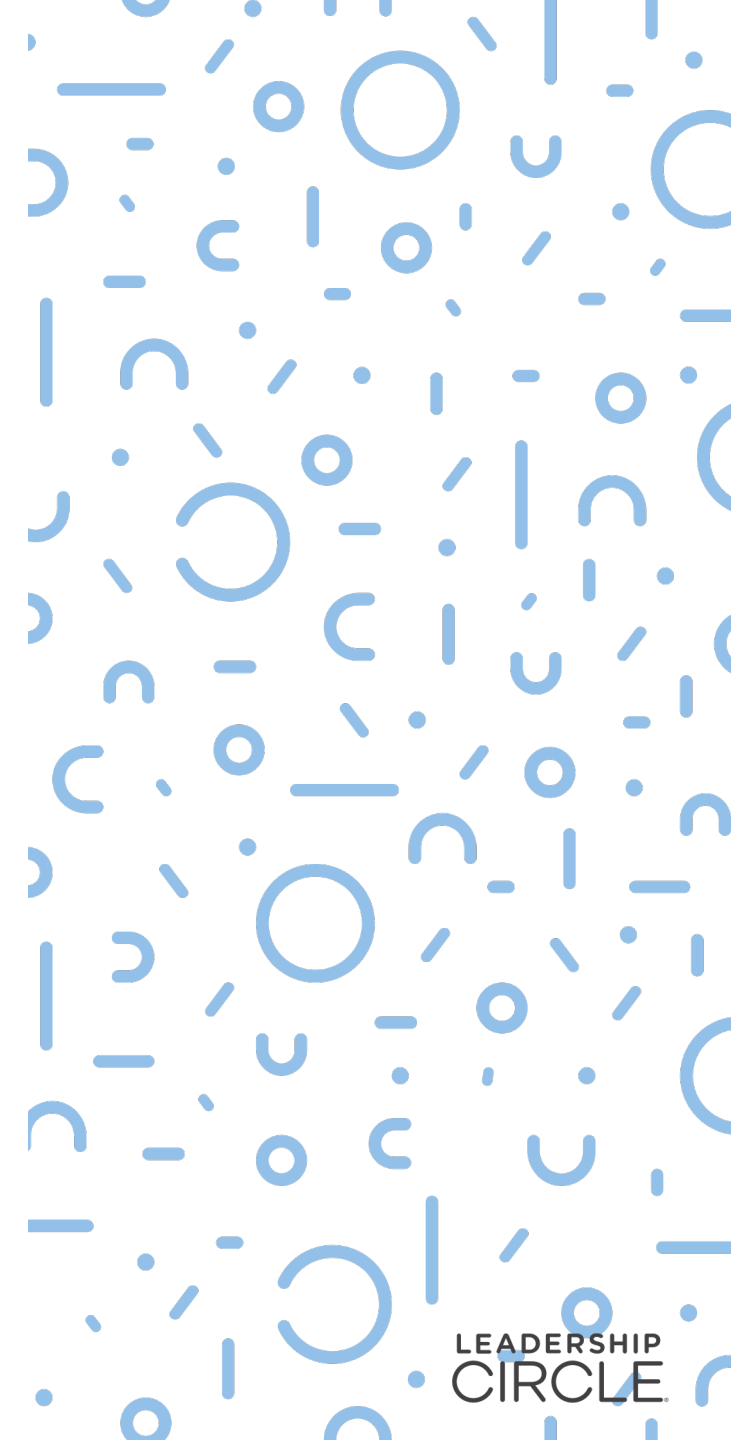
# Why LDP-Pulse for Clients: Leveraging Development and Results

*Greater impacts*  
*Connected conversations*  
*Sustained client gains*



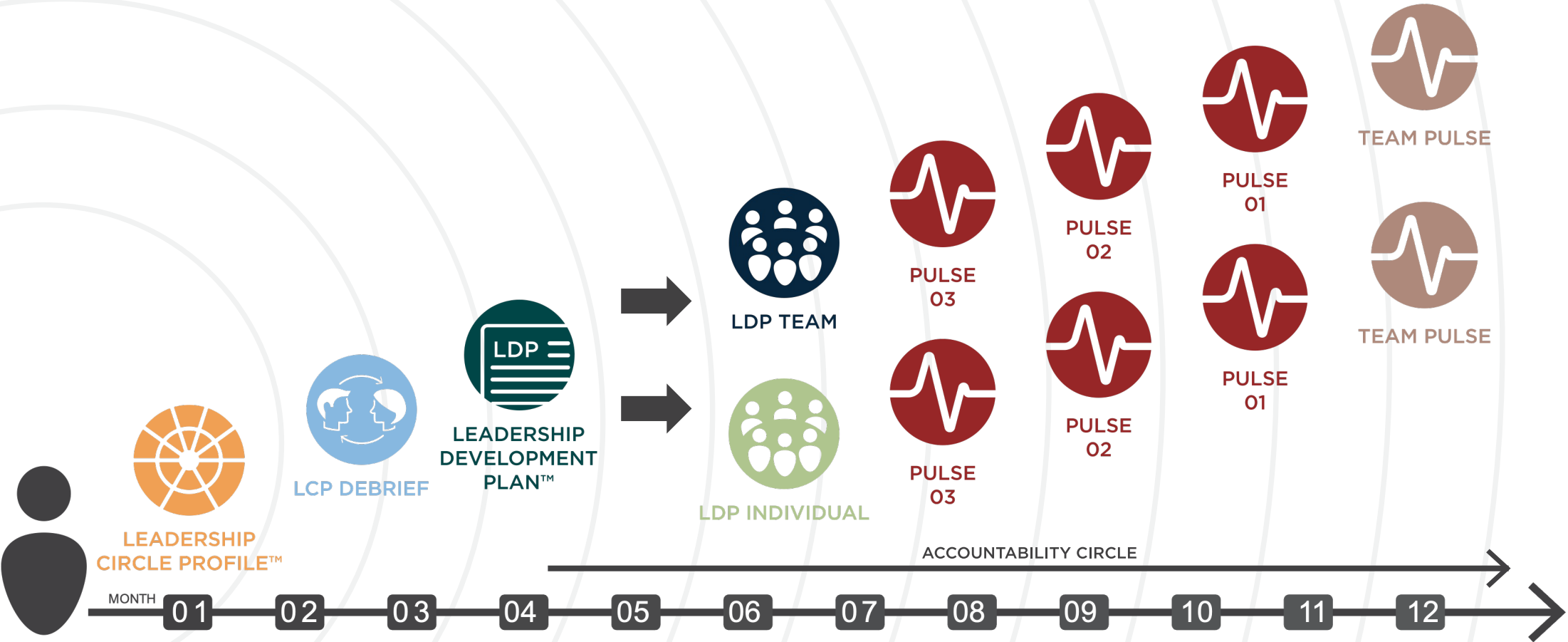
# Benefits

Leader	Team / Cohorts	Coach
Engages the leader for the longer term in their own development, setting them up for success	Cohort support expands the circle of accountability for change	Sets up the coach to be in the work long enough to ensure real change
Brings real-time data from peers into the coaching conversation and provides a circle of support	Culture shifts occur in peers and others for what it means to support others in development	Keeps coaching grounded in perspective outside the bubble of client/coach - bringing the system voice into actual behavior seen.
Brings experiments into practice over time that creates new mindsets and behaviors	Team support allows members to develop together with enough time to make shifts that stick	Keeps alive a declared for OBTG and why it matters, what they say they really want, upfront and real



# TWO PATHS: INDIVIDUAL AND GROUPS

*Extending and Deepening Leadership Development*





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## Using the LDP



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# Using a Leadership Development Plan with the LCP

INTEGRITY

COURAGEOUS  
AUTHENTICITY

CUSTOMER FOCUS

COMMUNITY  
CONCERN

SUSTAINABLE  
PRODUCTIVITY

SYSTEMS THINKER

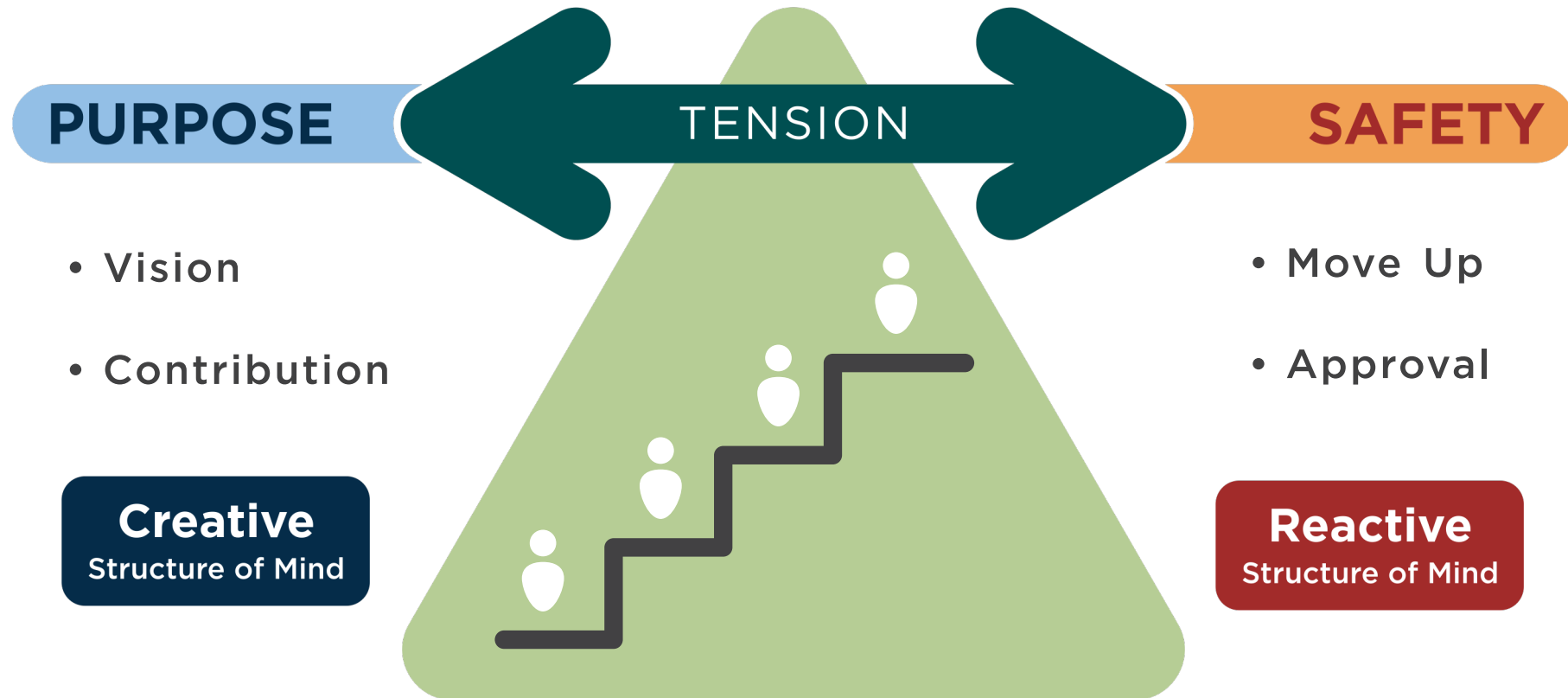
STRATEGIC  
FOCUS

PURPOSEFUL &  
VISIONARY



# Primary Tension

## LEADERSHIP



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# The Process and Approach Matters for Sustainable Change

- LDP
- One Big Thing Goal that is -
  - The right goal type
  - The right goal level
  - Is Pulse-able
  - Is identified the best levers for a stop and start focus behavior that is also pulse-able
- Is Coached by their coach in relationship accountability-based development
- Metrics that provide just in time data to test current change needed.

# Creating a Pulse Project

# LDP-Pulse Report Series



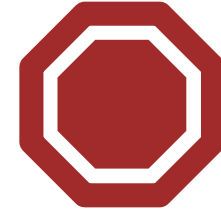
## 1<sup>st</sup> Pulse Survey - Baseline

- Identifies “One Big Thing Goal” and “Start / Stop behavior” Baselines.
- Utilizes Accountability Circle (5-8 people).
- Assesses leader’s current levels of performance in the goal areas.
- Raters provide commentary.
- Assesses Leadership Effectiveness baseline, this shows up in the last report.



## 2<sup>nd</sup> Pulse Survey - Interim

- Assesses leader’s current levels of performance.
- Compares it to Baseline Survey.
- Utilizes perception of progress/lack of progress and frequency scores.

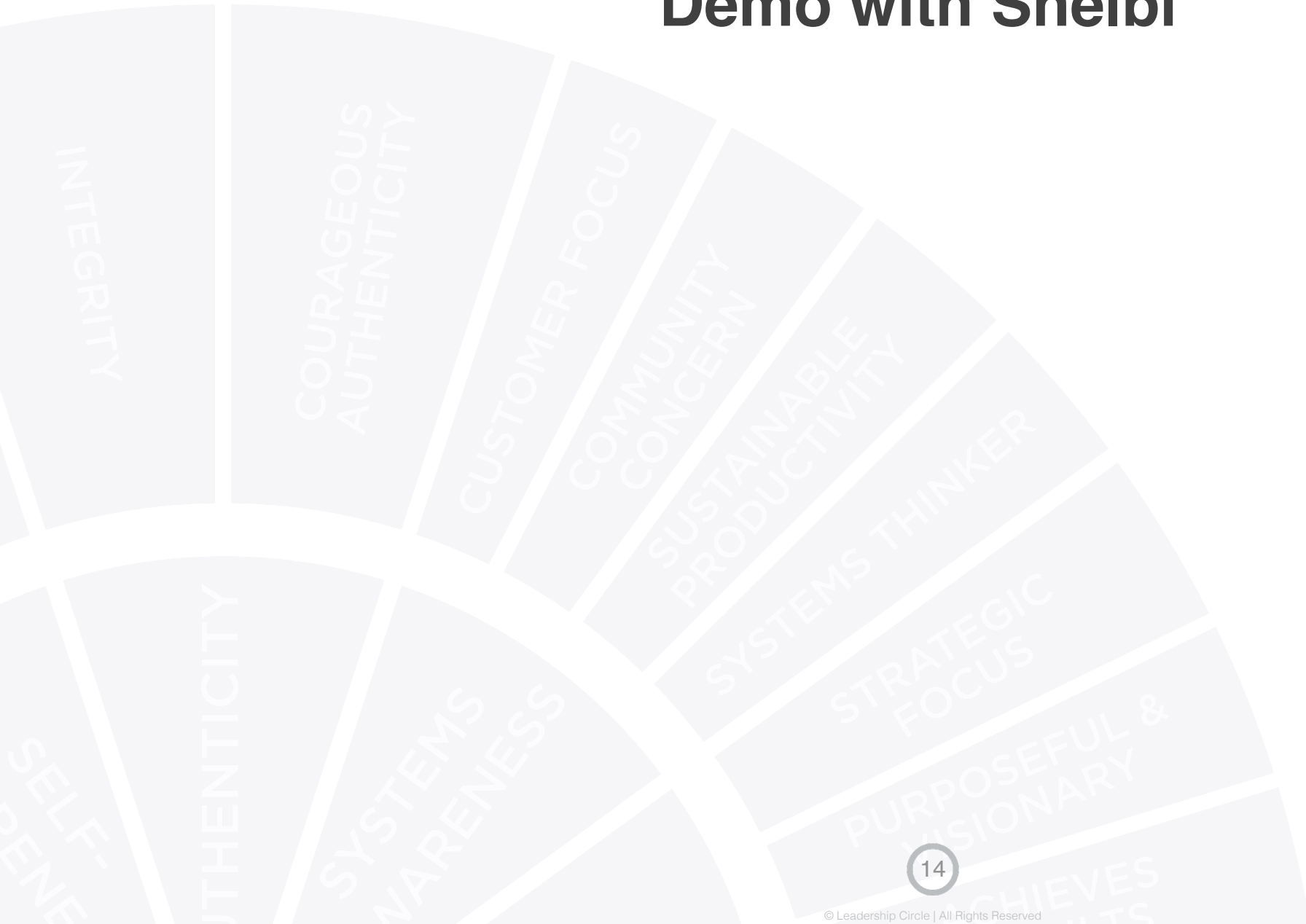


## 3<sup>rd</sup> Pulse Survey - Final

- Displays previous Pulse ratings and compares to current levels of performance.
- Compares baseline leadership effectiveness to current leadership effectiveness.
- Provides feedback for the leader on their greatest strength and challenge.

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# Demo with Shelbi



# Interpreting Results and Next Steps

# Using Your Free Pulse Series and Support



A person with a yellow backpack is seen from behind, looking out over a vast, forested mountain range. The person is wearing a blue jacket and a large yellow backpack. The background consists of rolling hills and mountains covered in dense green forests, with some rocky peaks visible in the distance under a clear sky.

**Don't be afraid to give up  
the good to go for the great.**

*John D. Rockefeller*