

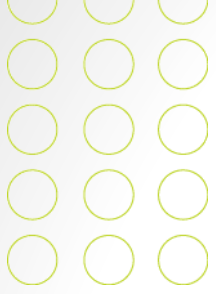


100% Employee-Owned Since 2017

Racing to the Finish Line with a Winning Leadership Program

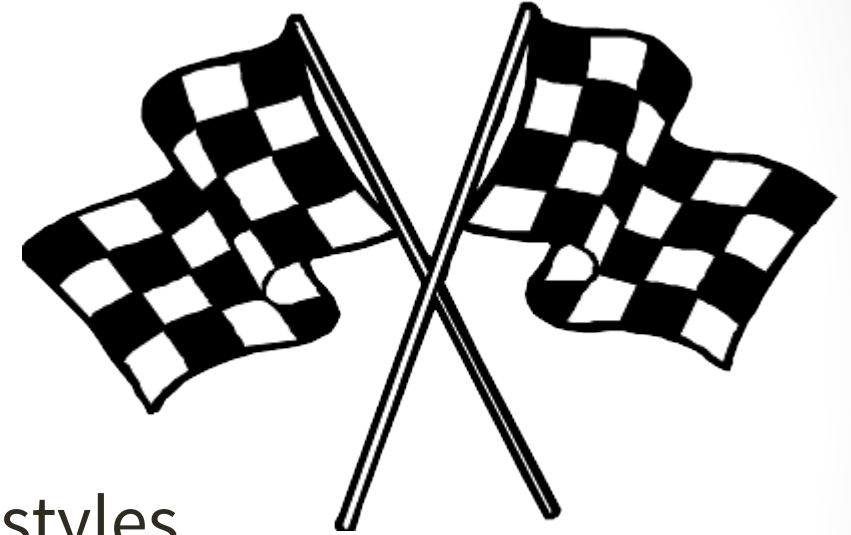
Heather Sorrells, IPMG Assistant Director



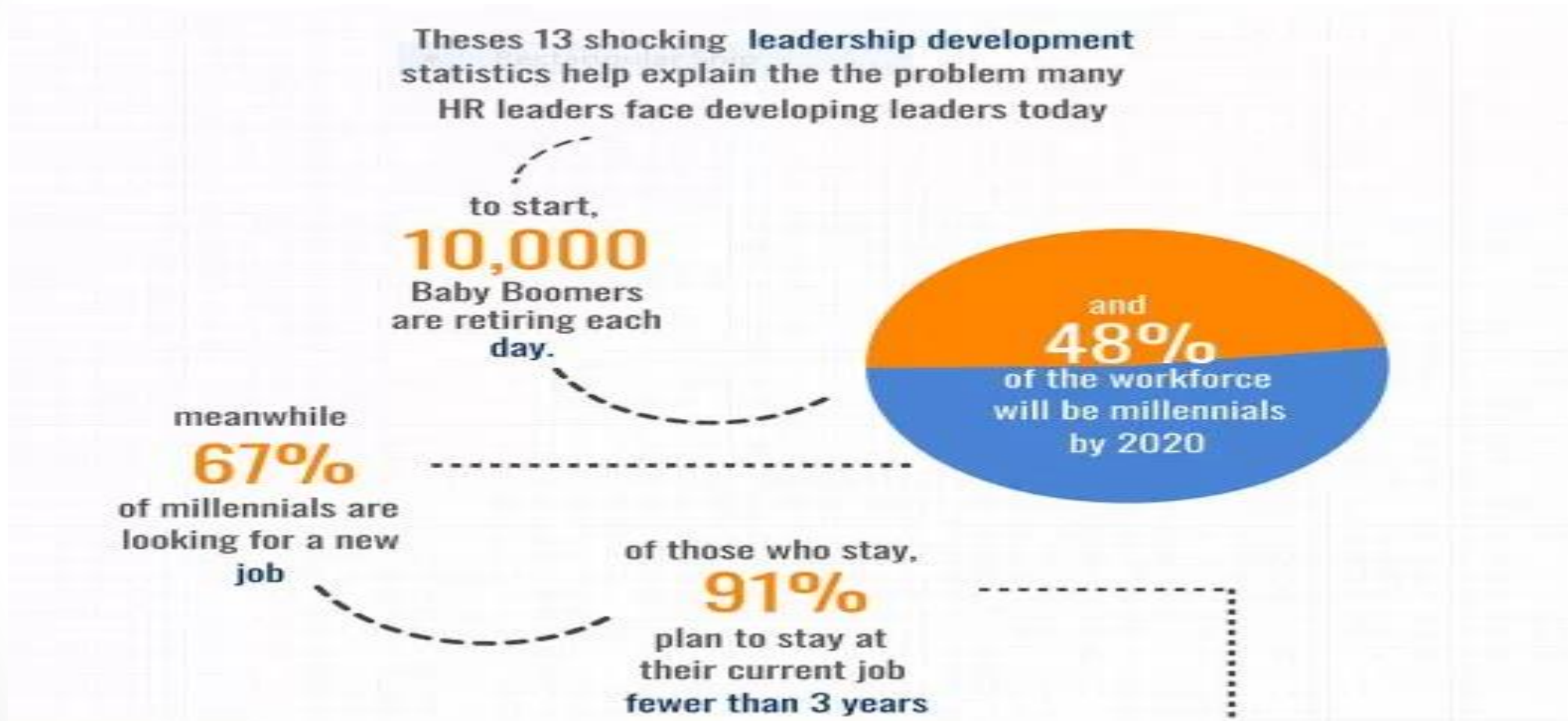


Learning Objectives

- Benefits of a Leadership Program
- Developing Buy-in from all employees
- Program methods for a variety of learning styles



Why do You need a Leadership Program?



also
83%
of organizations
say it is important
to develop leaders
at all levels

but only
5%
have fully
implemented
development
at all levels

which might be why
84%
of organizations
anticipate a shortfall
of leaders in the next
5 years

and
25%
of organizations
say less than
10%
of critical leadership
positions have ready and
willing successors

not surprisingly

58%
of organizations
top priority is
closing leadership
skill gaps

Triangular Snip

and

43%
of the other
organizations say
closing gaps across
all leader levels

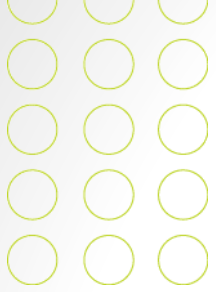
only

18%
of organizations
say their leaders are
"very effective" at
meeting business
goals

but only

19%
of organizations say
they are "very effective"
at developing
Leaders

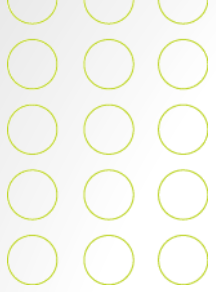
the bottom line:



the bottom line:
more money is spent on leadership developemnt
than any other area of corporate learning, yet

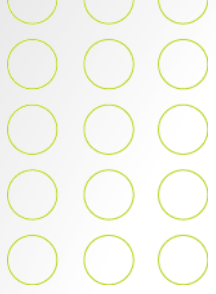
71%

of companies do not feel their leaders
are able to lead their organization into
the future

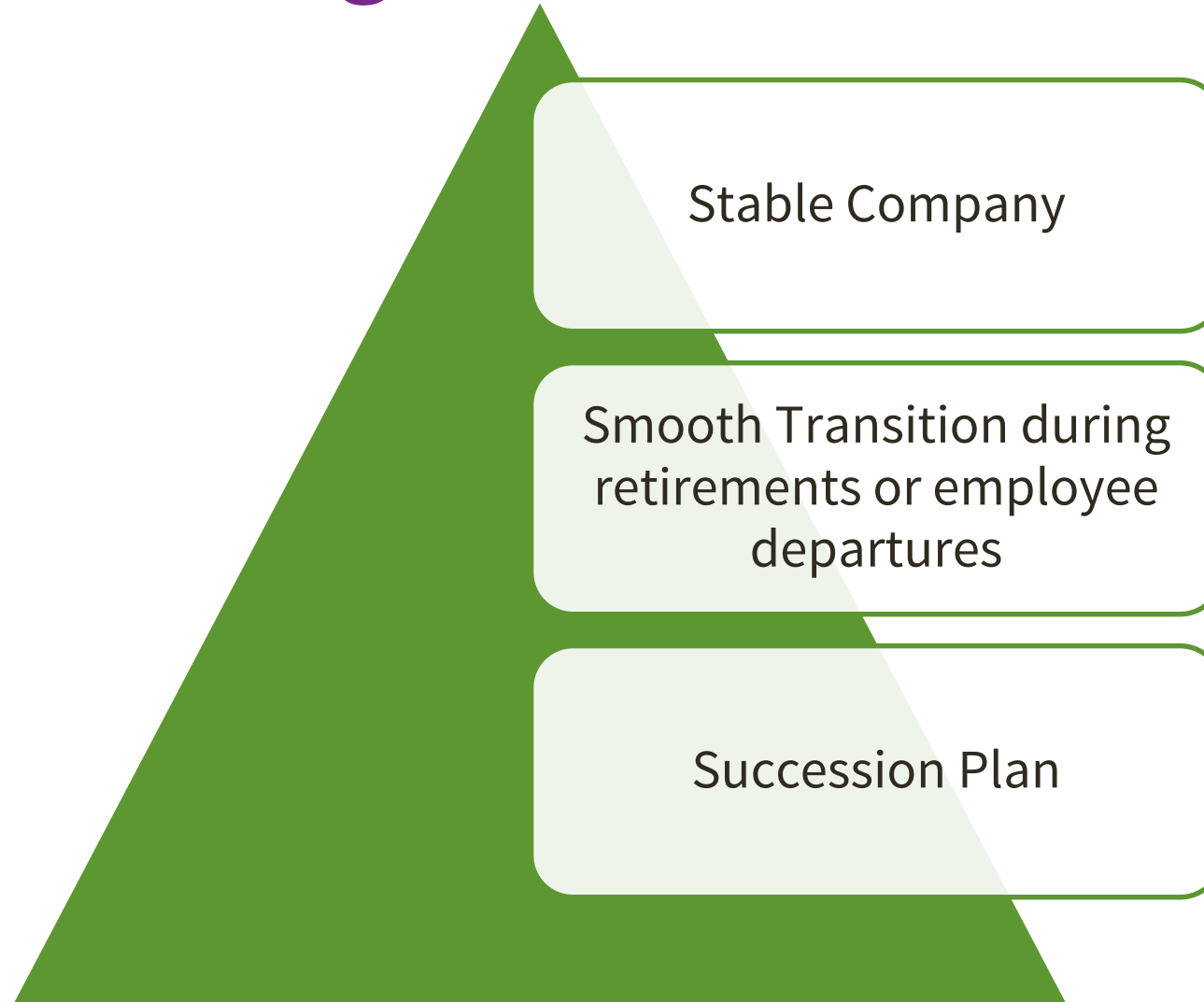


Short-Term Benefits



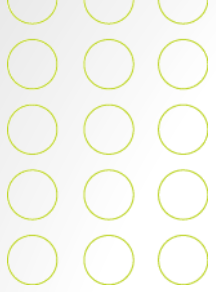


Long-Term Benefits





<https://www.youtube.com/watch?v=k2VFKm3BYOI>



Starting the Race

5 Factors for enduring leadership program

- Clear and honest program rationale
- Context
- Courageous content
- Continual Motion
- Measurement



Clear and Honest Rationale



- Straight forward with the reason why
- Set Clear Expectations



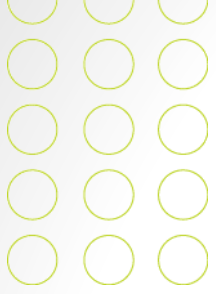
**Without context, a piece of
information is just a dot. It
floats in your brain with a lot
of other dots and doesn't mean
a damn thing. Knowledge is
information-in-context ...
connecting the dots.**

– Michael Ventura

Courageous Content



https://www.youtube.com/watch?v=V_q07NFp4-s

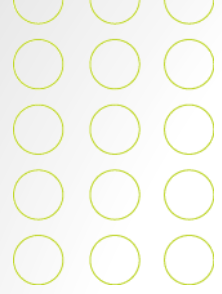


Continual Motion

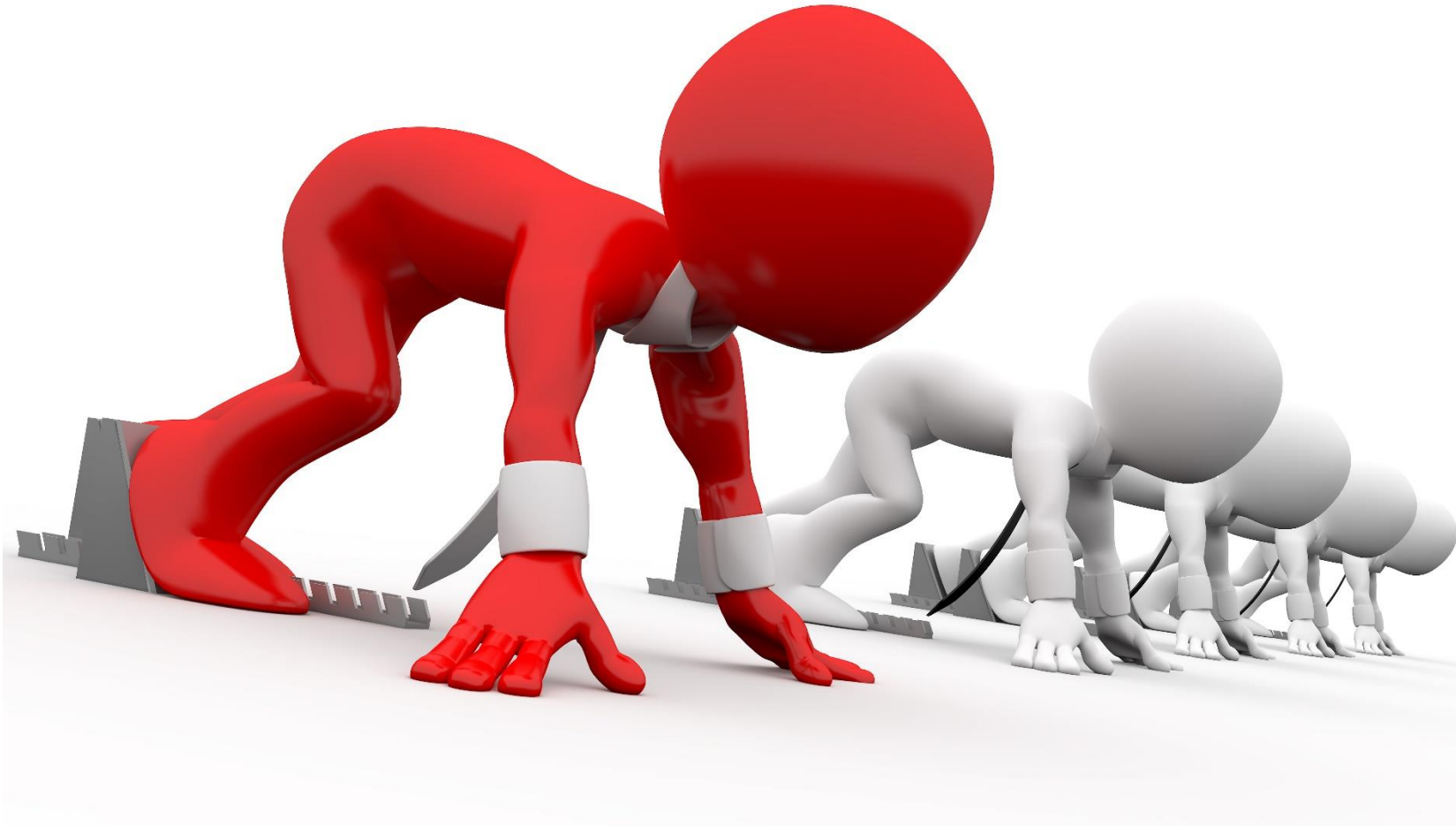


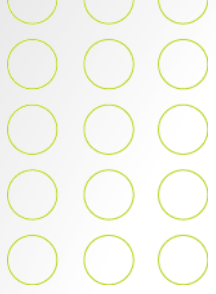
SUCCESS





Starting the Race Again





Summary

- Identify the Skills you want to develop
- Identify on-going culture embedded activities
- Identify timeframes to measure
- Re-Start!



Questions

