



How to Build & Launch a Leadership Development Program

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No development is
no longer an option!





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Who Should Participate?

- Is it for supervisors, managers, directors, executives?
- Are you grooming to promote or filling skill gaps?
- Will you select by role + tenure or via nomination?
- Is the program mandatory or optional?




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What Content to Include?

- What skills are needed for each leadership level?
- Ask, but they don't know what they don't know!
- Those above/below can often tell you what's missing.
- Don't be afraid to start with the basics or refreshers.




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Fill the Skill Gaps

Retention	Generations	Communication	Feedback	Team Building
Emotional Intelligence	DISC Behaviors	Onboarding	Conflict Resolution	Trust
Positivity	Resilience	Professionalism	Change Mgmt	Diversity





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Consider Timing & Location

What realistically fits in their schedule?
Weekly - Monthly - Bi-Monthly - Quarterly

Where are leaders located?
In-Person vs. Virtual vs. Hybrid

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DIY vs. Collaborate vs. Outsource

Do you have access to **great content**?

Do you have **great trainers** internally?

Do you have the **capacity** to build and run it?

What's your **budget** for hiring or purchasing?

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DIY Workshops

- Present Content to Transfer Knowledge
- Add Discussion Questions and Activities
- Provide Tools, Templates, Scripts
- Include Strategies and Time for Action Planning
- Create Post-Event Checklists

Half-Day = 3 Hours Full-Day = 6 Hours






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Talk Less, Smile More

Lovingly borrowed from "Hamilton"

Let participants absorb
and apply what they've learned.

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DIY Sample Planning Sheet

Class	Date	Location	Length	#	Topic
1	Jan	In-Person	3-hr class + teambuilding	24	Communication
2	Mar	Virtual	30-min video + 90-min class	24	Generational Dynamics
3	May	Virtual	30-min video + 90-min class	24	Change Management
4	Jul	Virtual	30-min video + 90-min class	24	Real-Time Feedback
5	Sept	Virtual	30-min video + 90-min class	24	Resilience
6	Nov	In-Person	3-hr class + teambuilding	24	Emotional Intelligence



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Beginning & End

Kickoff: Set Expectations

Closing: Celebrate



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COLLABORATION EXAMPLE



In-Person
Monthly
8 Months Long

- Company Overview
- Motivation
- **Change Management**
- Critical Thinking
- **Leadership 101**
- **Personality Styles DISC**
- **Conflict Resolution**
- **Team Building**
- **Retention**
- Diversity
- Problem Solving
- Legal & Ethical issues
- Critical Conversations
- **Generational Differences**



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COLLABORATION EXAMPLE



- Rotate location so leaders see all company venues (close proximity)
- Allow leaders and non-leaders to nominate themselves (hidden gems)
- Seek immediate supervisor buy-in and confirm it's not "fixing" anyone
- Include individual DISC assessments and coaching sessions
- Conduct pre-approved group projects
- Invite past Academy graduates for on-site lunches



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Collaborating or Outsourcing? Choose Ala Carte or Pre-Packaged



- Foundational Video
 - 30-minutes of topic content
 - Delivered two weeks in advance of facilitated discussion
- Facilitated Discussion
 - 90-minute topic deep-dive facilitated by Magnet trainer
 - Breakout rooms for peer discussion
- 4-week Action Guide
 - To-do checklists and reflection questions from content
 - Practice ideas for successful behavior change



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Kirkpatrick 4 Levels of Training Evaluation



What Outcomes Do You Seek?



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Overwhelmed?

DIY doesn't always save \$\$\$!

This is why we do what we do!



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Make Your Case by Considering
the Per-Person **Investment**

2022 Training Magazine Report
avg \$1,207 per employee



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Questions?

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