

People First™



Overview

Using real-world, practical techniques, your leaders will hone their skills and be prepared to create sustainable success for your organization. The Ignite Leadership Development Program, based on Sal Silvester's book *Ignite! The 4 Essential Rules for Emerging Leaders*, is a leadership training program that ignites the potential of your emerging and future leaders.

Effective leaders know how to align their teams, foster collaboration, and build team-member commitment. But what often happens is that people get promoted to management positions without even an inkling of management training. Instead of being able to rapidly garner team-member commitment and transform that into action, they get bogged down focusing on project management tasks and putting out fires.

Recommended Audience

Emerging leaders - new and mid-level leaders, managers, and senior leaders

Format and Length

- Four half-day leadership workshops (onsite or offsite).
- Prior to the workshop participants will complete field work which includes a 360-degree assessment and professional reading. The off-site focuses on interpreting the 360 degree results and creating a personal leadership development plan.
- Three targeted 1-1 executive coaching sessions
- Follow-up Leadership Performance Sessions are conducted on a monthly basis and produce valuable insight as leaders discuss current challenges (sessions range in duration from two hours to one day)
- 4 self-paced e-learning courses

Follow-up and Reinforcements

Structured and time sensitive follow-up creates accountability to ensure that each leader progresses as quickly as possible.

We offer the following business coaching tools to help leaders build point skills:

- Additional e-learning courses to close skill gaps
- Management action planning map with specific tips on how to best relate to team members

Materials

- Everything DiSC Management: A Communication Management Tool to enhance the leader's understanding of his/her leadership style and modify how to develop, direct, delegate, and motivate the people they lead
- 363 for Leaders: A 360-degree assessment at the beginning of the program along with a personal action plan to generate specific leadership goals and next steps in their leadership development journey