LEADING LEADERS
- a Leadership Pipeline program

Purpose

Leading Leaders is an intensive 4-day Leadership Transition Program that provides insight, tools, and practical training that enables Leaders of Leaders to effectively lead through other leaders. The program supports them in developing a clear picture of how they add value to the organization as a Leading Leaders and how they can free up time for the critical leadership tasks.

Target audience

The target audience for the program is Leading Leaders with a minimum of 1-2 leaders as direct reports. When they attend the program, they must have been in their current Leading Leaders position for at least 3-6 months.

It is critical for the program that all participants meet above criteria as this is an essential prerequisite for being able to base the program on the participants' own experiences rather than theoretical cases.

Why invest in Leading Leaders

The Leading Leaders role is the most neglected role across organizations, possibly because of the false assumption that there is little difference between the role of Leading Others and the role of Leading Leaders.

This false assumption is exactly what causes many companies to struggle in executing their business strategies and causes most companies to struggle in building their internal pipeline of qualified leaders. Getting these transitions right can prevent the need to continuously try to fix problems at the top of your organization.

Leading Leaders are those in your workforce who secure productivity. They tie the organization together upwards, sideways, and downwards. They are the ones who select and develop first time managers. They role model good leadership to most of the leaders in the organization – namely the Leaders of Others.

Content overview

Leading Leaders is a high impact program that is based on 100% inclusion of the participants' real life. The program does not apply theoretical cases and is based on the participants' own day to day challenges. The integration of the everyday life is so strong that participants often feel that participation in the program is like being at work rather than being in a program. Learning from the program is directly and immediately applicable when the participants return to their job.

The program provides 6 key takeaways

1. Experience the necessity of transitioning into the leadership role

- How a Leader of Leaders adds unique value to the organization
- How to free up time to be a leader
- How the role as a Leader of Leaders is linked to other leadership roles within the organization

2. Translate strategy into operational plans and drive productivity

- How to effectively lead through other leaders
- How to ensure that your plans are executed effectively
- How to enable your direct reports to delegate effectively

3. Coach and develop leaders

- How to link development goals directly to business objectives
- How to develop leaders "on-the-job"
- How to create a leader-led development culture

4. Assess and improve performance of leaders

- How to evaluate whether a leader is a capable leader
- How to make fact-based assessments of good leadership
- How to build accountability and credibility around your assessment and development process

5. Leading across the organization

- How to establish optimal organizational boundaries between teams
- How to prevent organizational silo formation and operate across the value chain

6. Select leaders and build the organization

- How to select leaders and optimize your team
- How to plan and build your organization for the future