



Which Do You Need: Development vs. Intervention

Our unique solution to all the symptoms below: **Personalized Leadership Development Program™**

DEVELOPMENT

- ✓ Groom him/her for greater responsibilities, a promotion or part of succession planning
- ✓ Reward someone as a show of appreciation; give a retirement or transition gift; include as a meaningful severance package item
- ✓ Help him or her grow others better and/or inspire greater credibility and general buy-in
- ✓ Grow all management team members into leaders who share a common conceptual framework; inspire positive culture change
- ✓ Instill greater self-confidence in a valued employee; help someone improve whatever may be their communication challenges
- ✓ Help someone grow from great to greater.
- ✓ Gain more emotional intelligence and self-awareness; gain a more accurate read on others *and* their perceptions of him or her
- ✓ Instill more “fire in the belly”/passion
- ✓ Help those with a passive leadership style (e.g., may “hide” behind email) take more initiative and become more visible, engaged, creative
- ✓ May have a family situation that is tenuous and creating stress or distraction at work (e.g., divorce, aging parents, parent-child issues)
- ✓ Authenticity issues? Too polite, too strong, etc.
- ✓ For H R to return w/ in-house training ideas
- ✓ Fill in the blank _____

If someone can be described by any one of the above bullets and/or to a mild degree several of the above bullets, he or she is likely a good candidate for personalized leadership development.

INTERVENTION

- ✓ Someone with great technical skills, but may struggle at times with people skills/diplomacy
- ✓ Is a micro-manager ✓ May not elicit input
- ✓ Has unhealthy fear of conflict/confrontation
- ✓ Possible anger issues; ✓ Perhaps “too military”
- ✓ Is a perfectionist who demands perfection of others, and may even struggle to delegate
- ✓ Tends to blame; ✓ May rarely admit mistakes
- ✓ Talks more than listens; ✓ May rarely praise
- ✓ May create unreasonable expectations
- ✓ Is a dysfunctional pleaser (e.g., can’t say no)
- ✓ Struggles to create appropriate buy-in
- ✓ Is non-communicative, inaccessible, or unresponsive within needed timeframe
- ✓ May not give staff confidence or grow them
- ✓ Seems disengaged, unapproachable; ✓ May inspire others to avoid him or her
- ✓ Known to publicly embarrass people
- ✓ Mismanages stress, bad news, and/or differing opinions; ✓ Can be moody
- ✓ Negatively impacts company morale
- ✓ Does not follow through, creating havoc
- ✓ Does not encourage, may lack empathy
- ✓ Is too demanding, too hard on people
- ✓ Creates trust issues (e.g., takes others’ credit)
- ✓ Defensive; has ego issues/a need to be right
- ✓ Fill in the blank _____

If someone can be described by any of the above descriptions enough to negatively impact morale, productivity and/or bottom line, he or she is likely a good candidate for personalized leadership intervention.

As the word “Personalized” would suggest, attendees in our hallmark, tuition-guaranteed Personalized Leadership Development Program™ (PLDP), enjoy receiving customized attention in a small group setting, where the focus is on their specific strengths while managing or eliminating those behaviors that hold them back from inspiring full trust and credibility. Using our unique comprehensive, integrative 360° feedback process with an emotional intelligence/self-awareness focus, graduates leave with a leadership action plan, the success of which is ensured through our 4-week post workshop accountability process, where the facilitator’s executive coaching continues. Visit www.leadershiptrust.org for signature and video testimonials from our graduates. We look forward to the privilege of serving you and earning your repeat business.

2014 – 2017 Awards, Top Thought Leader in Trust and Trustworthy Business/Trust Across America

New Hope Court • 1502 W. North Carolina Hwy 54 • Suite 403 • Durham, NC 27707

919 401 8648 • Fax 919 401 8649 • info@leadershiptrust.org • www.leadershiptrust.org

Impacting Relationships to Impact Bottom Line