



## Which Do You Need? Development vs. Intervention

**Personalized Leadership Development Program™** is our unique solution to all the behavioral quests below:

### 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 struggle to delegate/let go
- ✓ 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 command and control, 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, this tuition-guaranteed Personalized Leadership Development Program™ (PLDP), offers customized attention in a small group setting, where the focus is on your specific strengths while managing or eliminating any of those above-named behaviors that can hold you back from unleashing your full human potential. 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](http://www.leadershiptrust.org) for compelling signature and video testimonials from our graduates. We look forward to the privilege of making a profitable difference for your company.

**2018 Lifetime Achievement Award in Trust and Trustworthy Business/Trust Across America**

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

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***Impacting Relationships to Impact Bottom Line***