

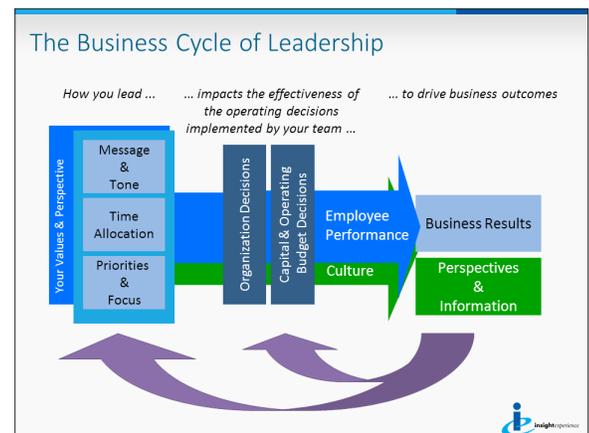


ACHIEVING BALANCED LEADERSHIP PROGRAM

Today's complex organizations, with matrix, global, or network structures, make leadership an increasingly difficult task. Leaders have to engage and motivate their teams and their peers, and often have to deliver results through cross boundary initiatives and projects. To be successful, individuals in leadership roles must quickly develop both business acumen and exemplary communication and interpersonal skills. In addition, highly effective leaders need to be aware of their strengths and blind spots and leverage their self-awareness into effective leadership of their teams. Insight Experience's Achieving Balanced Leadership Program helps to prepare leaders for success in this complex environment.

Description

Achieving Balanced Leadership is a multi-day program that accelerates leaders' development of their skills to be effective at the next level of organizational challenge. The core program is designed as a classroom session with wraparound exercises and activities, but can also be delivered in a range of formats. This program is a highly interactive learning experience and is designed around a complex business simulation that provides an effective foundation for risk-free application of new concepts and for personal feedback. The program incorporates business decision making; group and individual exercises; role-plays and presentations to provide participants with opportunities to explore and develop both business acumen and interpersonal leadership skills.



Impact

As a result of participating in Achieving Balanced Leadership, participants will:

- Use a wider range of leadership levers to drive strategic results, including allocation of their time; messaging and coaching of their teams
- Expand their toolkit for leading individuals and teams to deliver results in complex organizations, with improved influence, communication and networking skills
- Demonstrate broader strategic thinking about the business dynamics in the market and organization to deliver financial and competitive business results
- Increase their impact working across boundaries with improved influence and networking skills
- Tackle change more holistically to help employees understand the "why" as well as the "what"
- Assess and reflect on their leadership capabilities and opportunities for growth

Participants in this course report that they leave the program with insights and tools that they can immediately apply back on the job.



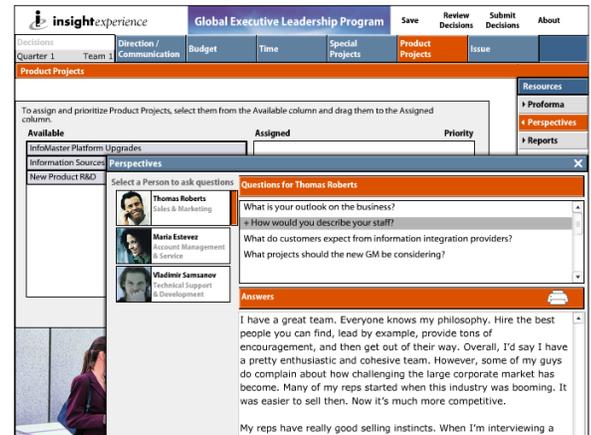
Content

Course content and learning points reinforce the Business Cycle of Leadership™ and enable participants to explore the impact of their leadership on the effectiveness of operating decisions to drive business outcomes. Content modules in the program include strategic thinking and framing skills; drivers of financial performance; competitive positioning and organizational capability; strategic communication; leading people; creating an effective culture to enable sustainable performance over time; aligning organizational levers to strategy; and leading an organization through change.

Business Simulation Overview

The Organizational Leadership business simulation reflects a rich multi-functional business challenge, with engaging organizational characters modeled in the software. Teams step into the role of General Manager of a business unit of a larger parent corporation, and make business and leadership decisions across multiple functions in a global technology-based information management business.

To drive the best results in the simulation, participants need to think beyond the financial execution of their strategy to how they will engage the organization, influence and align peers and employees with differing perspectives and engage cross organizational boundaries with other leaders. The focus in the learning discussions is on the integrated, holistic perspective a strategic leader needs to have in order to drive business results.



Program Flexibility

Achieving Balanced Leadership has multiple content modules, exercises and simulation design options available. The program can be customized and tailored to specific leadership development needs:

- **Program schedule and design:** The program can be designed to run from 2-4 days in length; the program can also be run in a virtual delivery format with synchronous and asynchronous activities.
- **Content emphasis:** The content taught in the program can be adapted to specific learning objectives and can link to other learning experiences.
- **Wrap around experiences and application:** The program can be delivered with limited or extensive pre-work (depending on the client's culture and philosophy) and post-program application and follow up.
- **Simulation Market and Organizational Structure and context:** The simulation can be described as an independent business unit, matrix or global organization, with functional or global peers; and set in a variety of economic and competitive market conditions. Simulation characters can be mapped to typical employee profiles, and role-based interactions can reflect typical organizational and leadership tensions.
- **Customized Issues and Exercises:** Specific scenarios and challenges can be designed to overlay core business decisions, such as communicating direction or change to employees, responding to an urgent customer issue, managing conflict between managers, or collaborating with cross-organizational stakeholders.

To learn more about the **Achieving Balanced Leadership Program**, contact info@insight-experience.com.