



LEADERSHIP FOUNDATIONS PROGRAM

Early career managers are expected to demonstrate leadership skills, but often are unprepared because:

- They receive little or no formal business or leadership training prior to their promotion
- They are promoted for strong technical skills in the job, but have no people or organizational leadership experience
- They are asked to build these skills real time on the job with inconsistent role models

Typical developmental tracks will include coaching skills, but no other strategic leadership skills. Leaders at this level often feel disconnected from strategy; their role in connecting the team's work to the strategy is undefined.

Description

The Leadership Foundations program develops leadership skills for newly promoted managers, supervisors of front-line employees and individual contributors who need to influence others. The program is an interactive and engaging experience, during which participants learn practical tools for becoming effective leaders, practice the frameworks and tools in a business simulation and reflect on ways they can apply the tools in their own work. During the simulation, participants assume the role of a project leader of a small team working to deliver a project on-time and on-budget. Actively-facilitated learning discussions take place after each simulation round to ensure learning and application to the workplace.

Impact

As participants expand their personal toolkit with new frameworks and ideas, they experience the link between leadership in action and business results. By the end of the session, they've developed a personal commitment and action plan that includes the most useful tools for their work. Participants will be better able to:

- Frame issues and opportunities effectively so the team understands the strategic connections, scope and expected outcomes of their work
- Use strategic communication skills to deliver messages in the most effective way
- Influence others in a matrix organization to deliver results
- Apply a coaching process to prepare, conduct and follow up on coaching opportunities
- Tailor their approach to individual team members to improve motivation and performance
- Balance advocacy and inquiry to engage and align stakeholders
- Create a strategic approach to stakeholder management by mapping their interest and impact
- Prioritize the time and energy of the team to deliver results
- Understand and influence the drivers of accountability to create a productive work culture

At the conclusion of the classroom-based experience, participants receive electronic versions of the practical tools they learn and use in the program. Insight Experience invites participants to share and use these tools in their own work.



Core Content

Insight Experience believes that leadership effectiveness is a function of who you are (your character, capability and motivation) and your actions and behaviors (what others see). Participants in Leadership Foundations learn new tools and frameworks to develop their skills in four primary areas: Thinking Strategically, Developing People, Working Across Boundaries and Delivering Results.

Business Simulation Overview

Simulation participants, working in small teams, assume the role of a product development team leader. Together they lead a team of four fictional individual contributors with unique strengths and capabilities as well as development opportunities. As the product leader, simulation teams must achieve several objectives including:

- Engage their boss and other senior leaders to gain the support and resources they need
- Understand the strategic intent of the company and communicate it across the organization
- Develop the business and people skills of their team members to improve their performance on current and future projects
- Motivate their team members to work with energy and creativity
- Balance the challenges of working with team members who are not their direct reports
- Develop their own network of peers across the organization so they can influence the project's outcome

The simulation experience includes three rounds of decision making. Each round of the simulation represents a phase in the life cycle of the project. During each decision round, teams will be presented with a variety of issues related to the project and supervising their team members.

Program Flexibility

Leadership Foundations is designed as a two-day experience and can be tailored to fit shorter or longer timeframes. The program features a blend of course content, simulation decision making, coaching conversations, and action planning reflection. The experience can be tailored to fit the needs of a specific client situation by modifying the simulation business environment, the composition and structure of the team, and the learning points of simulation issues and decisions. The Leadership Foundations business simulation can also be delivered as a component of other courses.

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

