

# Leadership Development Program

Customizable - Scalable - Transparency - Metrics - Results

## Purpose

Build Leadership capability through enriched learning experiences, confidential coaching, and adult learning best practices.



## Components

- Assessment & Feedback
- 1:1 Coaching
- Training
- Mentoring
- Competency Benchmarks
- Capstone Projects
- Group Coaching
- Cohort Shared-Intelligence
- Competition ala "Shark Tank"
- Program Management
- Objective Oversight

## Objectives



- Build Leadership Competency
- Strengthen Targeted Skills
- Broaden Knowledge
- Cultivate Collaboration
- Improve Employee Engagement
- Develop a Common Leadership Competency Language
- Enable Managers to Execute Against Strategic Goals
- Build a Pipeline of "Ready-Now" Leaders

## Guiding Principles



- Leadership growth is an inside job. Starting with self-awareness, then interpersonal effectiveness and finally strategic competency.
- Emphasis begins with current roles and progresses towards development for greater responsibilities.
- Supervisors serve as development partners.
- Company Mission, Vision and Values Aligned.
- Peer-to-peer assignments build valuable networks across the enterprise.

## Program Design



- Key Stakeholder Interviews
- Gamification ensures engagement and retention
- Participatory Teaching Methods Increase Learning Retention
- Adapted to Level and Experience of Participant
- Mapped to In-House Competency Models and Performance Management Metrics
- Hybrid Solution: Proven Curriculum is Combined With Comprehensive Company and Industry Research

## About Us



TurnKey Coaching Solutions provides enterprise learning and development solutions that drive business results and improve organizational culture.

Our experts have decades of senior level business experience in addition to years of HR development practice, extensive training, and serious credentials.

### Some of our clients include...

alliantgroup, Cenikor, Costco Wholesale, Fresenius Cardiovascular, KidsPeace, Microsoft Licensing, Newmont Mining Corp, Pfizer, RiceTec, Rolls Royce, Southern California Edison, TenCate Advanced Composites, Toll Brothers, Welch Allyn, Xerox Business Services, and more.