BUILDING THE NEXT GENERATION OF LEADERS

Making a Comprehensive Leadership Development Program Work for You
Elements of a Leadership Development Program

• What should feed into a leadership development framework?

  o Compelling need
  o Sponsorship and support
  o Ready and appropriate resources
  o Relevance to organizational culture
  o Tied to organization’s tagline, mission, vision, and values
  o Tailored to each audience level
  o Branded
  o Partnered with communications
  o Continued recognition
Elements of a Leadership Development Program (continued)

• ADDIE:
  • Must complete a needs analysis
  • Design and development
    • Do you have the resources?
  • Implementation
    • Do you have the resources?
  • Measurement & Evaluation
    • How will you measure success?
    • Kirkpatrick’s 4 Levels of evaluation
Elements of a Leadership Development Program (continued)

- Barriers
  - Budget and time constraints
  - How to measure the ROI?
  - How to measure success?
  - What barriers might you face?
The framework

The creation of the tracks
- Needs analysis
- Piloted each program
- Lessons learned
- Share the different tracks
  - Emerging Leader
  - Leader Essentials
  - Leader 2 Leader
  - Leader Enhancement
  - Executive Leader Enhancement
Diverse participation

Numbers
  • How has Leader Connections been received?
  • Promotion numbers

Continued program evolution
  • Gathered continued feedback
  • Emerging Leader – Next Steps
  • Leader Enhancement Progress
  • Executive Leader Enhancement

Keeping participants “connected”
  • Continued opportunities after graduation
  • Leader Conversations
Questions???