

FLASHPOINT[®]

LEADERSHIP DEVELOPMENT

A Model for a Successful Leadership Development Program



At FlashPoint, we view leadership development as an ongoing, action-oriented process that focuses holistically on the following key aspects of a leader's role within an organization: personal credibility, business leadership, business management, and talent management.

Each of the four is critical to a leader's ability to influence; however, it's only when all are strategically integrated that the **whole leader** can emerge and achieve greater business results in your organization.

To ensure the development has long-term impact within your organization:

- > Participants' managers are **involved** in the participant's development process.
- > Program content is **aligned** with your business strategy.
- > Participants **apply** the new skills they learn to real business issues.
- > Individual and group development plans are **activated** through the use of coaching and/or mentoring throughout the process.

Developing Your Program

Through research and hundreds of client experiences, FlashPoint has developed a large library of leadership development content. We've also hand-selected key programs by industry experts in order to supplement our content offerings. All content can be fully customized into a leadership development program built specifically to meet the needs of your leaders and your organization's business strategy. Here is our approach:



Our Sample Offerings

Personal Credibility	
Core Competencies: Honesty Trustworthiness Respect for Self and Others Resilience Interpersonal Skills	
Sample Offerings	Participants Learn How To
The Leadership Challenge® Workshop	<ul style="list-style-type: none"> > Build credibility by ensuring consistency between personal values and actions > Create and communicate a shared vision > Align employee and team behaviors with strategic direction > Cultivate new operating methods, take calculated risks, and act strategically
The Accountability Experience	<ul style="list-style-type: none"> > Discover personal and organizational benefits of individual accountability > Claim ownership of a task, take action to complete it, and answer for the outcome > Develop stronger, more positive relationships > Improve personal productivity and satisfaction
Emotional Intelligence Skills Assessment	<ul style="list-style-type: none"> > Assess individual and organizational strengths and opportunities > Implement scientifically verified strategies that increase intra- and interpersonal awareness throughout the organization > Identify emotionally intelligent actions and behaviors

Business Leadership

Core Competencies: Business Environment Analysis | Mission, Vision, and Value Propositions | Strategic Objectives | Organizational Structure, Systems, and Design | Operational Plans/Performance Goals | Organizational Communication | Continual Improvement/Innovation

Sample Offerings	Participants Learn How To
Principles of High Performance	<ul style="list-style-type: none">> Use organizational strategy in daily actions> Get employees committed to results> Teach people to govern themselves by shared values> Organize people into self-managing teams> Align processes to business strategy
Assessing Your Organization for High Performance	<ul style="list-style-type: none">> Conduct an organizational performance assessment> Benchmark an organization in relation to others within the industry> Understand the organization's greatest strengths and weaknesses> Prioritize the top opportunities for change> Develop detailed improvement plans
Developing a High-Performance Strategy	<ul style="list-style-type: none">> Identify assumptions about the future> Clarify a reason for being that motivates and inspires> Define future customers and how to deliver value to them> Create a long-term business focus to differentiate the organization from competitors

Business Management

Core Competencies: Driving Results | Managing Change | Solving Problems | Managing Projects | Demonstrating Customer Focus | Developing Technical Proficiency | Becoming Politically Savvy

Sample Offerings	Participants Learn How To
Change Management	<ul style="list-style-type: none">> Understand change and develop resilience to change> Enhance their change management skills and help others manage change> Discuss change as it relates to leadership and becoming a change leader
Building High-Performing Teams	<ul style="list-style-type: none">> Gain an understanding of how teams differ from traditional work groups> Improve meeting management skills> Understand how customer requirements should guide team performance> Clarify team member roles and responsibilities to ensure accountability

Talent Management

Core Competencies: Developing People | Managing Performance | Building Strong Teams | Creating Employee Engagement | Leveraging Diversity

Sample Offerings	Participants Learn How To
Remarkable Leadership	<ul style="list-style-type: none">> Champion change and communicate powerfully> Build relationships and develop others> Focus on customers and influence with impact> Think and act innovatively> Value collaboration and take responsibility> Solve problems and make decisions> Manage projects and processes successfully> Set goals and support goal setting

We offer a variety of other workshops that can supplement your leadership development for different learning levels in your organization, including: Understanding Your Style; Project Management; Becoming Politically Savvy; Customer Service Training; Recruiting, Hiring, and Onboarding; Coaching Employees; Painless Performance Improvement; Engaging the Team; Managing Workplace Conduct; and more.

Leadership development is hard work—our model makes it worthwhile.

Our process is disciplined, results-oriented, and focused on positive business impact. At the same time, it's inspiring because our facilitators encourage participants to grow and empower them to be successful. Our facilitators and coaches are subject matter experts who have served in leadership roles in various types of organizations, including global corporations, high-growth firms, and businesses in the midst of change and transformation.

The FlashPoint leadership development model gives leaders a different way to view their role in an organization. We help participants look beyond the day-to-day, technical aspects of their work and become **whole leaders** capable of influencing the organization's success—**by realizing the vision, mission, and strategic priorities of the organization.**

FlashPoint provides human resource and management consulting services, working with companies to engage employees, reduce costs and turnover, increase productivity, and accomplish strategic initiatives. Based on a company's size, industry, and needs, FlashPoint provides custom-designed HR processes, streamlined services, onsite HR support, or management and leadership development. Since it was founded in 2002 FlashPoint has collaborated with hundreds of clients, large and small, in the for-profit, nonprofit, and government sectors.

- > HR Program Development
- > Leadership Development
- > Management Training
- > Compensation
- > Coaching
- > Performance Management
- > Strategic Planning

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