

# Executive Selection

## *Design, Develop, and Implement a Leadership Development Program*

March 2009 T+D Webcast



[www.astd.org](http://www.astd.org)

**Sponsored by**





Today's Host

Michael Laff  
Sr. Associate Editor  
*T+D*

**Sponsored by**



# Today's Sponsor



# Karen Lawson, PhD, CSP

*works with organizations that want to grow great leaders to outperform the competition and with executives who want to reach a higher level of success*



215-368-9465

[KLawson@LawsonCG.com](mailto:KLawson@LawsonCG.com)

[www.LawsonCG.com](http://www.LawsonCG.com)

**Sponsored by**



# Alarming Fact

More than 70 million baby boomers will retire over the next 15 years and during that time, only 40 million will enter the workplace.

**Sponsored by**



# Trends Driving Leadership Development

- Retiring Baby boomers
- Downsizing and Mergers
- Changing Workforce
- Decreasing Employee Loyalty
- Lack of Accountability
- Changing Technology

**Sponsored by**



# Most Desired Management Abilities

Motivate and engage others 62%

Communicate effectively, strategically and interpersonally  
58%

Think strategically 52%

Lead change 51%

Create a performance organization 47%

*Source: Right Management Consultants*

**Sponsored by**



# Leadership Development Defined

Strategic investment in a structured process that provides individuals with the opportunities, training, and experience for them to be effective leaders in their organizations

**Sponsored by**



# Leadership Development Process

- Determine business strategy
- Determine key competencies
- Assess leaders and high-potentials
- Design, develop, implement program
- Hold people accountable
- Evaluate and measure results

**Sponsored by**



# Formal Internal Group Programs

- Corporate universities – classroom and online
- Leaders-as-teachers
- Outside consultants
- Guest speakers
- Business simulations

**Sponsored by**



# Core Curriculum

- Leading
- Communicating and Influencing
- Motivating
- Leading Change
- Dealing with Conflict
- Delegating

**Sponsored by**



## Core Curriculum - continued

- Coaching
- Managing Performance
- Conducting Effective Meetings
- Developing Employees
- Managing Priorities and Stress

**Sponsored by**



# Approach

- Incorporate real-world application opportunities into program
- Assign specific application assignments between sessions
- Build in accountabilities
- Establish learning teams
- Assign action learning projects

**Sponsored by**



# Action Learning Projects

- Mentoring Program
- Wellness Program
- New Employee Orientation
- Customer On-boarding
- Employee Reward and Recognition
- Improving Processes and Systems
- Developing New Products

**Sponsored by**



# Individual Development Activities

- Coaching
- Mentoring
- Job rotation
- Networking
- Community involvement
- Process improvement teams

**Sponsored by**



# Individual Development Activities - continued

- Overseas assignments
- Self-directed distance learning
- Task forces
- Stretch assignments
- Short-term assignments

**Sponsored by**



# External Programs

- Trade and professional associations
- Training resource organizations  
(Center for Creative Leadership)
- Off-site retreats and experiential activities
- Traditional campus-based universities and colleges
  - MBA programs
  - Executive education programs

**Sponsored by**



# Individual Development Plan

- Identify gaps
- Set development goals
- Identify activities and experiences to meet IDP goals
- Tailor to individual needs
- Align with business goals and objectives

**Sponsored by**



# Critical Components

- Linked to vision, values and strategies of organization
- Meets individual and organization needs
- Establish leadership competencies
- Developmental assessment related to leadership competencies

**Sponsored by**



# Critical Components - continued

- Individual development plans
- Senior management involved in coaching
- Educational activities linked to organizational and business issues
- Senior management must monitor program

**Sponsored by**



# Closing Thought

*Leadership development  
is a process, not a  
series of events.*

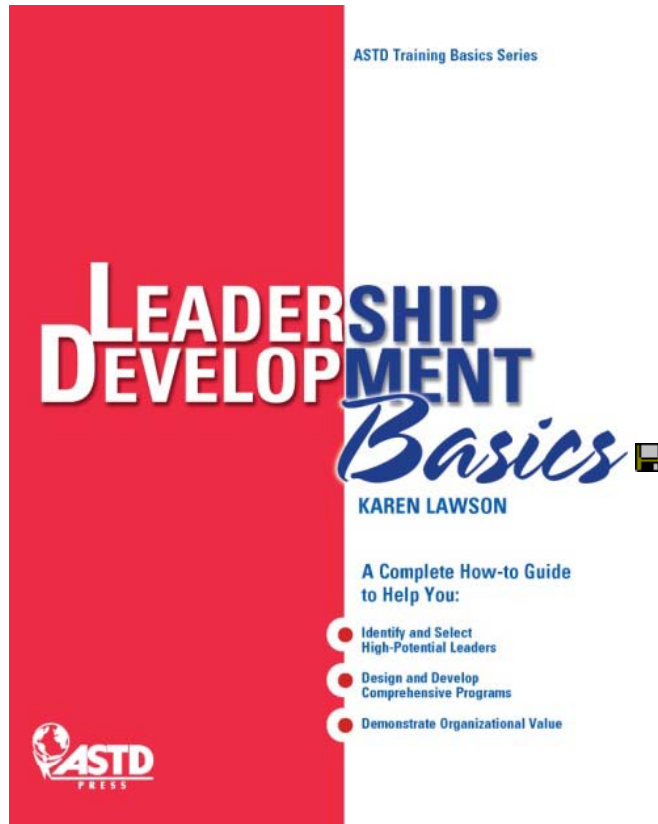
**Sponsored by**



# Questions?

**Sponsored by**





Karen Lawson's book is  
can be purchased at:  
<http://store.astd.org/Default.aspx?tabid=44&action=INVProductDetails&args=18802>

Sponsored by



# Visit these ASTD sites

## T+D Podcasts

<http://www.astd.org/TD/TDPodcasts.htm>

## T+D blog

<http://tdblog.typepad.com>

For the archive of this webcast, visit the webcast site at

<http://www.astd.org/td>

Sponsored by



Get the tools and resources you need to support your training efforts.

- The Can't Miss Event for Workplace Learning and Training Professionals is Coming to Washington, DC!
- Join colleagues from more than 70 countries for a true learning engagement. ASTD is proud to offer more than 200 educational sessions from leading speakers, designed to improve your personal and organizational effectiveness.
- ***Register for the conference by April 14, 2009 and save \$250 off the regular registration rate.***

ASTD 2009 International Conference & Exposition  
May 31 – June 3, 2009  
Walter E. Washington Convention Center  
[www.astd2009.org](http://www.astd2009.org)