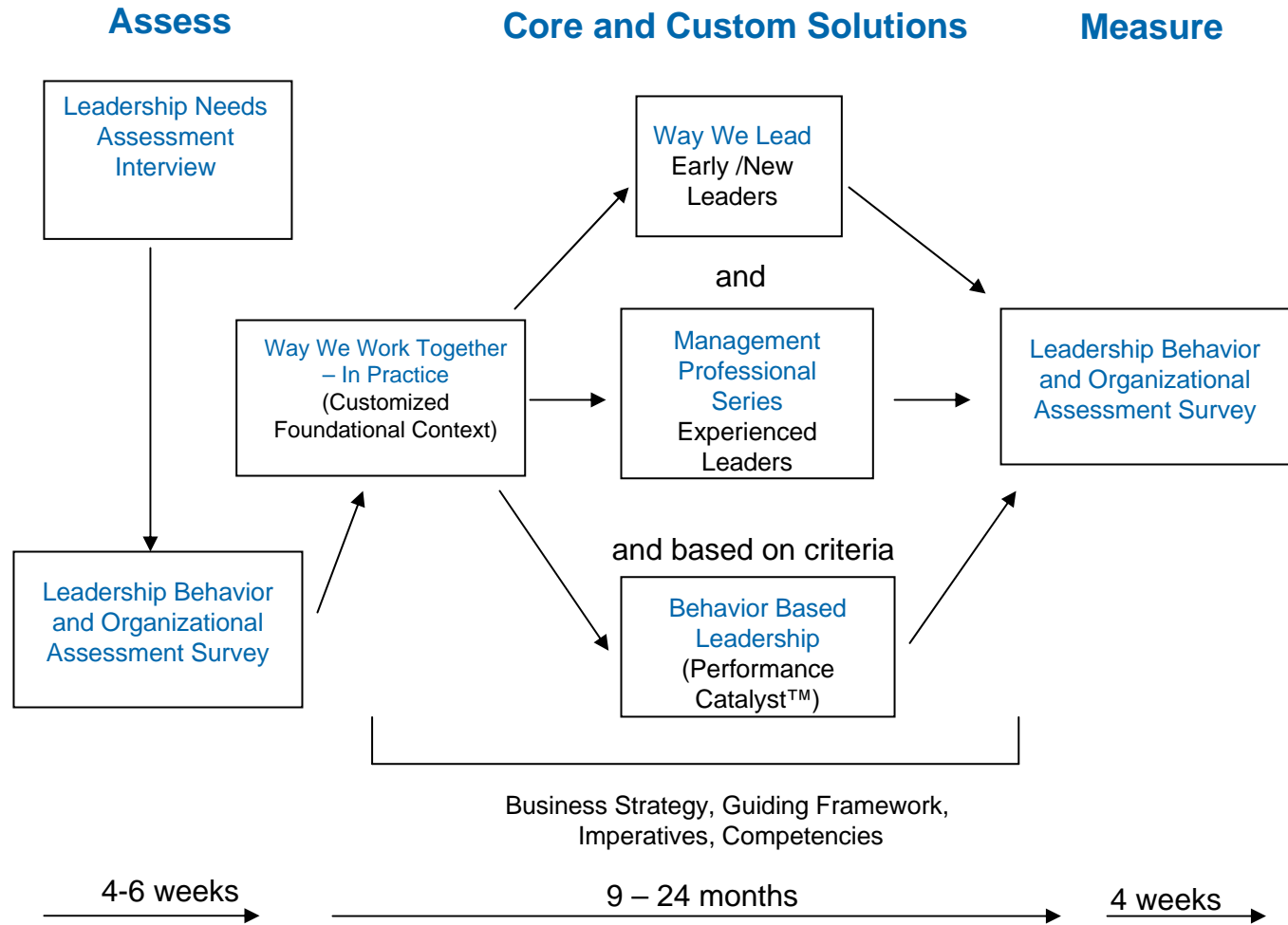


Behavior Based Leadership - Program Integration



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Leadership College Solutions Overview

- **Targeted Leadership Behavior and Organizational Assessment Surveys** measure competence. We specifically measure the leaders skill in:
 - Setting Direction
 - Developing Competence in Self and Others
 - Providing Opportunity
 - Motivating
 - Organizational Readiness
- **The Way We Work Together – In Practice** is a customizable learning solution for CIGNA leaders with the key goal of driving leadership accountability and an engaged, committed, action-oriented culture. The learning session integrates essentials of leadership with CIGNA's Guiding Framework to help CIGNA's leaders understand how they should live, demonstrate, and drive CIGNA's cultural principles daily.
- **The Way We Lead** is CIGNA's new/early leader learning curriculum targeted at managers with less than 2 years management experience. It consists of an 80-hour, blended program, completed over 18-24 months.
- **The Management Professional Series** is CIGNA's experienced leader curriculum, targeted at managers with 2+ years experience. It consists of Foundations: Blended e-courses and virtual Manager Dialogues, Intermediate: Courseware and books for the mid-career professional, and Expert: CU courses aligned to CIGNA's Competency Framework.
- **Behavior Based Leadership (Performance Catalyst™)** is a solution deployed at the organizational unit level to improve business results through targeted, sustained behavior change. It involves initial behavior diagnosis and then via 1:1 and small group coaching, leaders are taught to identify, promote, and coach to the critical few behaviors that will support attainment of business results.

