



Customized Leadership Pipeline/Leadership Institute

OPTION 1: Leadership Institute PROGRAM: Developing Leaders and Growing Leadership Bench

- All participants complete an **Aspiration and Experience Overview**.
- All participants take a **360 degree Assessment** and receive feedback with CTAT, LLC Senior Organizational Consultant.
- Each participant co-creates an **Individual Development Action Plan (IDAP)**.
- Each participant meets quarterly in Denver or another selected city for a 1-2-day (depending upon topic and # of participants) **Leadership Training Retreat**.
- Each participant will have the option to attend **Leadership Webinars** quarterly.
- A **Leadership Development Book Club** will be available.
- **Community of Practice Forum** will be formed.
- **On-going 1:1 Executive Coaching**.

OPTION 2—Select from the Leadership Institute PROGRAM listed in Option 1 above. See Program/Menu Component Descriptions below:

Program Menu/Component Descriptions

This cutting-edge, personalized and high-powered program can transform how leaders lead and teams develop at your organization. CTAT, LLC is committed to providing state of the art coaching, training, and consulting that will enhance your organization's ability to develop and sustain a high performance results-oriented workplace. This next level of leadership will "raise their own bar" and accelerate their ability to perform and create exceptional results for organization and your stakeholders. They will apply all concepts learned to real life experiences during the program AND when they return to work. Program components include the following:

Aspiration and Experience Overview: The answers to these questions will give us an opportunity to explore each participants' leadership philosophy, values, perceived strengths, developmental needs/wants/goals and aspirations. In addition, they will fill out a functional skills rating form and future career path assessment

360 Degree Assessment and Feedback: This assessment will be based on key competencies identified by your leadership team. Examples can include empowerment/delegation, establishing a strategic direction, coaching/teaching, mobilizing resources, driving execution, selling the vision, business acumen, entrepreneurship, developing strategic relationships, communicating with impact, building organization talent, and emotional intelligence. This tool can be designed internally by HR with support, if needed, from CTAT, LLC or your organization can use a tool designed by existing international organizations who have assessment expertise.

Individual Development Action Planning (IDAP): The IDAP plan is based on 360 degree feedback and competencies with the goal to "raise the bar" and focus on personal goals/needs, organizational goals/needs, and team goals/needs. The IDAP will be co-created with the participants' manager and his/her executive coach can/will support this effort.

Leadership Training Retreats: Topics will be selected based on needs of the team, results of the 360's and the IDAP's. The participants will attend classes of eleven or twelve (this can be negotiated) for more individualized attention and options for dates to attend. Pre-work assignments will be given and the retreats will focus on tools/skills that can be applied directly to their job assignments and can/will be held up to four times/quarterly, TBD.

Examples of topics can include:

- **Articulate Leader and Advanced Articulate Leader programs*
- **Team Strengths, Pre-work, Graphs, and Class exercise*
- **Working Together To Raise the Bar*
- **Customized Leadership Development Modules*
- **Leading a Multi-Generational Workforce*
- **Others, TBD, based on assessments.*

Leadership Webinars: Again, topics will be selected based on needs of the team, results of the 360's and the IDAP's.

Examples of topics for the one to 1.5 hour webinars can include:

- **Emotional Intelligence*
- **Embracing and Managing Change*
- **Conflict Management*
- **Manager as Coach*
- **Multi-generations at Work/Generational Differences*
- **Managing Upward, Sideways, and Downward*
- **Driving Execution*
- **Preventing Burnout*
- **Building High Performance Teams*
- **Others, TBD, based on assessments*

Virtual Leadership Development Book Club: Team will be presented with options, bring options to the table, and will, together, decide on what leadership book they will read and discuss via lunch time conference call on a quarterly basis.

Community of Practice (Virtual and One Face-to-Face per year. TBD): Community of practice are groups of people who share a concern or a passion for something they do and learn how to do it better as they interact regularly. According to Etienne Wenger, it is a combination of three elements, The Domain, The Community, and The Practice and it is by developing these three elements in parallel that your organization will cultivate such a community. This next level of leaders can/will develop a community of practice to look at critical business issues/problems, share knowledge, ideas, best practices to add value to leadership, their teams, and themselves.

On-going Executive Coaching: A pre-paid coaching package (10 sessions minimum) can be used for this program or coaching can be invoiced per month. Coaching will be provided by CTAT, LLC Senior Organizational Consultants.