



## THE 7 TENETS OF AN EFFECTIVE LEADERSHIP TRAINING PROGRAM

1

### **The Program is Tailored to Your Culture**

Beware of the “one size fits all” programs. Your leadership partner should ask more questions than give answers, and build programs after listening to you and determining your specific needs.

2

### **The Program has Legs**

Episodic one day or two day cheerleading sessions won't stick. Insist on a longer term commitment, with milestones where you can measure progress, and see results.

3

### **The Leadership Program is Adaptable**

This way you can adjust the content as the program develops, because your leaders may discover additional topic areas they want to learn more about.

4

### **The Program has Phases of Leader Development**

Just as in the Army, most companies have three levels of leadership: Frontline, Organizational, and Executive. Your leadership partner should be able to offer these to you.

5

### **The Program is Conducted by Proven, Experienced Leaders**

It never ceases to amaze me how many books, programs, and seminars for leaders are being written and facilitated by people who have never led anyone – or, at the very least, never led anyone at the level they are working with. Insist on experience in your leadership partner.

6

### **The Program has an Outcomes-based Strategic Plan Option**

The strategic plan is the “engine” through which the emerging leaders drive your culture to a new level of excellence. When you link the leader development program with outcomes based strategic planning, the leaders own it. They will make it work.

7

### **The Program has a Team Development Component**

Individual leadership development and strategic planning are crucial components of a world class culture, but you have to have world class teams pulling together to bring your mission to life. Teams must be trained; otherwise they often fail – even when staffed with great individual leaders.