

**THE LEADERSHIP JOURNEY**  
for Government

## Why the Leadership Journey?

Bottom line: high functioning leaders produce better results. A recent study found that when leaders are working at full capacity they can improve the performance their team delivers up to 30%. Another recent study revealed that the greatest difference between government and private-sector performance was in the ability of their leaders. When leaders are able to make faster and better decisions, two major drivers of productivity and performance, they are able to:

- Boost engagement
- Maximize leader's talent, strengths and contribution
- Impact quality of relationships for leaders across the organization
- Bolster trust, collaboration and innovation
- Drive results – impact bottom line

### How it Works

To make this transformation happen, managers participate in **The Leadership Journey**, our fast-paced and highly experiential program that spans six months. It consists of a custom blend of interactive live and virtual learning sessions, assessment/feedback and outcome-driven assignments. It is uniquely designed to equip your managers with the capabilities necessary to lead successfully at the personal, interpersonal and team levels.

### Key Differentiators

To minimize time away from their full-time duties, we meet leaders where they are and provide them the specific tools, resources and approaches to fully own and be accountable for their progress towards higher performance and measurable outcomes.

- Defining **where they need to go** to become a talent focused leader, AND outlining and reinforcing a practical plan **to get them there**.
- Identify the key strengths, limitations and blind spots of each leader's style and **how to leverage their strengths** to drive performance, productivity and results
- Elevate leadership accountability to maximize best practices and leverage talent across your organization **to drive and sustain change**.

## Key Components of Driving Success

Transforming leaders; redefining roles; shifting responsibilities — doesn't happen overnight

To drive success no matter where your leaders are in their journey, we create a custom blend of learning activities that span over several months and are built exclusively to elevate your leader's ability to drive results and impact productivity. Layering learning over time will enhance their abilities, build confidence, and ensure application of new skills.

### Igniters

Since time is at a premium, igniters help fast track and introduce new ideas, strategies and concepts prior to the program's inception so that participants come into the learning event ready to roll up their sleeves and dive into the experience.

### Facilitated Sessions – Live & Virtual

Using a blend of “live” and “virtual” platforms, we provide facilitation integrating opportunities to meet face-to-face, while blending in our virtual tools along the way. Events are packed with practical tools and exercises designed to reinforce behavior change and help participants apply the learning in their day-to-day work.

### Talinsights & 360 Survey

Our revolutionary assessment tool analyzes a leader's motivational, thinking and behavioral styles to identify their strengths and focus on the most critical development opportunities that will help them reach their potential.

### Take Action

To ensure that leaders instill leadership into their day-to-day activities, they will receive “push” reminders to ensure they keep their development in the forefront of their activities.

### Accountability Trios

Throughout The Leadership Journey, your leaders won't be alone. They will be paired with partners, meeting regularly to work on their Igniters, Take Actions and providing support and be each other's cheering section throughout and beyond.

### Innovation in Action

At the end of the day, driving results is the ultimate goal of every leader. To bring the lessons to life, leaders choose a business challenge, goal or initiative they are facing and apply the tools and strategies from the Leadership Journey to tackle the issue head on and delivery measurable results.

## Milestone One: Commit to Excellence

### Why It's Important

Effective leaders need to be nimble and to be able to reimagine their leadership style to best manage different challenges and personalities. Leaders who show this agility can draw on the appropriate practices when the time is right.

### Capabilities Explored

- Know Yourself
- Lead by Example
- Cultivate Trust

### Outcomes to Expect

- Using the Talinsights assessment results, become more aware of how your leaders' style and tendencies impact others, including the culture and productivity of their people and their team.
- Break down barriers, identifying communications gaps and dealing with hard to solve issues.
- Define the actions your leaders expect and will consistently model for your people and determine accountability strategies to foster a cohesive leadership approach.

## Milestone Two: Define Success

### Why It's Important

A shared vision mobilizes the talent within a team or organization. A leader's ability to listen to ideas from their team and together build a shared vision is critical. Communicating that vision and connecting it to a larger purpose is a key component in defining success for your leader's team and organization.

### Capabilities Explored

- Listen and Communicate
- Connect People to Purpose
- Execute Strategically

### Outcomes to Expect

- Listen and understand what is most important in defining success for your leaders, their teams and the organization.
- Gain buy-in and ownership for team purpose, direction and priorities.
- Articulate a compelling purpose to the team so they understand how their contributions influence the goals of your organization.

- Identify the barriers that are getting in the way of success; then devise a strategy to overcome them.

## Milestone Three: Unleash Talent

### Why It's Important

People want to be successful and have purpose; they want to make a difference. Unleashing your peoples' talent by building a culture based on trust and transparency, while prioritizing their development, is the next step.

### Capabilities Explored

- Create a Winning Culture
- Forge Key Relationships
- Ignite Growth & Development

### Outcomes to Expect

- Identify the key internal and external client expectations regarding your leaders' teams so they can ascertain the critical capabilities the team must possess to drive results.
- Uncover what drives your people's engagement so that your leaders can elevate their impact, performance and commitment.
- Your leaders learn to ask powerful questions, become active listeners, provide effective feedback and handle difficult topics to increase their communication with employees, stakeholders and peers to build an open culture that encourages candor, innovation and accountability.

## Milestone Four: Drive Innovation

### Why It's Important

Creating an environment where every team member strives to continuously improve leads to innovation. The result is a competitive advantage that allows your leaders' teams to differentiate themselves and move to higher levels of mission achievement.

### Capabilities Explored

- Courage to Change
- Redefine Work
- Deliver Results

### Outcomes to Expect

Define what innovation looks like within your organization while identifying the top challenges your organization needs to address, and sustain or gain a competitive advantage.

Uncover the creativity of your people to drive ideas, to improve performance and productivity while devising business-focused solutions.

Create an environment where people are free to offer ideas and share their perspective to achieve the best results using the results of the 360 Survey.

Tackle a real-time, real-life business challenge through our Innovation in Action process using all the tools and strategies learned in the Journey to create a viable plan for change.