



Make Development a Way of Work

Today's economy is shaped by constant and dramatic crises and disruptions. In this new era, companies whose leaders are able to rapidly develop new skills will be the winners.

To compete in this environment, companies can't leave development to chance. Leaders are too busy to pursue development on their own. Rather, they need carefully curated programs that will help them rapidly improve specific leadership skills.

That's why we created a leadership development subscription that helps your leaders make development a way of work. It provides flexible access to a suite of leadership development content proven to solve your leadership development challenges.

Most importantly, our approach isn't just about learning. It's about what your leaders can do.



DDI's Approach to Leadership Development

Our approach to leadership development is based on four unique pillars, all grounded in research about what leaders want and need to be their best.

Personalized: It's about meeting individual needs. We help leaders see their strengths and weaknesses so they know where to focus. We offer unique tools that cater to different learning styles and preferences. We make sure they see how to apply their new skills right away.

Relevant: Learning addresses real situations and challenges that a leader experiences. It also connects to the values, strategic priorities, and broader business purpose of the organization.

Emotional Connection: Development connects at an emotional level, as most challenges leaders face draw an intellectual and emotional response. Content provided through video, storytelling, real examples, or other engaging methods causes learners to feel something.

Immersive: Learn by doing. Learners become active participants in the learning process by directly engaging with situations and challenges they can relate to.

The Value of Subscriptions

Our strategic learning team works to help you create the strategy you need for an exceptional learning experience. This team brings deep experience and content expertise, connecting the learning strategy to your business objectives.

In addition to building custom designs, you can also access proven learning journeys based on your unique leadership challenges.

Here's how curated journeys work:

Step 1

We'll help you identify your Business Drivers, which are the broad leadership challenges or obstacles you must overcome to execute your strategic and cultural priorities.

Step 2

Your company's unique Business Drivers are then linked to supporting behaviors and capabilities your leaders need to succeed.

Step 3

Based on the skills you chose to focus on, you can select from a list of applicable courses. From there, you can select which modality or mix of modalities will work best for you: traditional classroom, virtual classroom, or self-driven online courses.

Step 4

Incorporate fast, focused learning sessions that dive deeper into key learning areas or explore related concepts.

Step 5

Give your leaders access to digital tools, such as self-assessments and results, simulations, discussion guides, practice chatbots, games, and more.

Step 6

What did people use? What tools are they accessing most often? How many completed their programs fully? Insight from these analytics can guide what to do next and recommend more content.

We're committed to building and delivering content that will help leaders change their behavior for constant growth. To do this, we will be creating new content based on your feedback, our research, and responses to changes in the world and market.

Interested in starting a DDI leadership development subscription? Contact us today at info@ddiworld.com.



Identify Business Priorities

Link Business Priorities to Competencies

Select Related Courses and Modalities

Boost with Microcourses

Sustain with Digital Tools and Content

Create Learning Insights Based on Analytics

3

THREE Subscription **options** for Leadership Growth

Choose from the following options to get flexible access to content proven to solve your biggest leadership development challenges.

option 1

FOUNDATION

Foundational content to build and define your company's leadership culture.

Manager Courses

- Addressing Poor Performance
- Building and Sustaining Trust
- Coaching: Move People Forward
- Communication: Connect Through Conversations
- Conversations to Inspire Performance*
- Creating an Inclusive Environment
- Delegation: Engage and Empower People
- Developing Yourself and Others
- Driving Change
- Engaging and Retaining Talent
- Executing Strategy at the Frontline
- Fostering Innovation
- Leading Virtually
- Making High-Quality Decisions
- Reinforcing Leadership Development
- Resolving Workplace Conflict
- Setting Goals and Reviewing Results
- Strategies for Influencing Others
- Strengthening Your Partnerships*
- Your Leadership Journey

Manager and Emerging Leader Courses

- Leading Meetings: Use Time Effectively
- Leading Self: Turn Awareness into Impact
- Leading Teams: Achieve More Together

Emerging Leader and Professional Courses

- Communicating with Impact
- Embracing Change
- High-Impact Feedback and Listening
- Navigating Beyond Conflict
- Networking for Enhanced Collaboration
- Valuing Differences

Targeted Selection®

The Art of Behavioral Interviewing

Microcourses

- Addressing Poor Work Habits
- Boost Your Resilience
- Building Rapport Virtually
- Building Relationships*
- Business Savvy*
- Coaching Challenges: Tips from a Coach
- Communicating Effectively to Improve Your Leadership Brand
- Communicating Virtually
- Creating a Coaching Culture on Your Team
- Customer Focus*
- Data-Driven Decision Making
- Discover Your Unique Coach Qualities
- Embracing Change*
- Ensuring Your Team Avoids Burnout
- Everyday Engagers
- Finding Control During Change
- Handling Emotion and Upset*
- Influencing Others to Make Things Happen*
- Interaction Skills Challenge
- Leading Virtual Meetings
- Leading Teams Virtually*
- Leveraging Diversity*
- Managing a Multi-Generational Workplace*
- On to the Next Adventure: Seeking a New Position or Role
- Overcoming Barriers to Productivity*
- Preparing for Difficult Conversations
- Resolving a Conflict You're Involved In*
- Stand and Huddle
- Starting Strong
- Unconscious Bias*

option 2

MULTILEVEL

Includes all content from the **Foundation** level. Adds business-focused development for mid-level and senior leaders to drive change and innovation. Includes access to our diversity and inclusion content.

Senior Leader Courses

- Coaching for High Performance
- Cultivating Networks and Partnerships*
- Developing Organizational Talent
- Influencing for Organizational Impact
- Instilling a Culture of Innovation
- Leading with a Global Perspective*
- Making Change Happen
- Mastering Decision Dynamics
- Mastering Emotional Intelligence
- Translating Strategy Into Results

Diversity and Inclusion

- Declare Your Brand
- Fail Forward
- Influence Your Career
- Invest in Diverse Talent*
- Lead Like a Girl
- Leaders as Allies
- Radiate Confidence
- Super-Power Your Network

Targeted Selection®

The Science of Behavioral Interviewing

Microcourses

- Inclusion: Take Action*
- Leading Self in Times of Crisis
- Letting Go and Delegating More*
- Making Accelerated Decisions*
- Mastering Executive Interactions
- The Power of Seeking*
- What's on Your Radar?*

option 3

ENTERPRISE

The best choice for complete customization. With our enterprise license, you can tailor our content for all of your needs.

* Available by February 2021