



# Leadership Essentials

## A Sample Frontline Leadership Development Program

Frontline leadership comes with unique challenges, but leaders at this level often don't have the skills or experiences needed to face them. Explore **Leadership Essentials**, a sample blended learning journey showcasing foundational skills that new frontline leaders need to succeed.

### Key Skills

Connect through conversation

Increase engagement and retention

Give constructive feedback

Delegate tasks

Lead in a hybrid workplace

Tackle team burnout

Get Started	Build and Practice Skills			Get Results
	Phase 1	Phase 2	Phase 3	
<p><b>Kickoff from CEO</b></p> <p><b>Orientation for Leaders and Their Managers</b></p> <p><b>Launch My Pathway: Leadership Core</b></p> <p>Complete assessment of leadership styles, strengths, and gaps and receive personalized, self-paced learning recommendations.</p> <p><b>Organize Peer Learning Groups</b></p> <p>Schedule sessions to discuss key takeaways and insights.</p>	<p style="text-align: center;"><b>Key Courses</b></p> <p><b>Communication: Connect Through Conversations</b>  <span style="color: #0070c0;">C</span> 60 minutes</p> <p>Communicate more effectively with colleagues. Engage the "head"—the business outcome of a conversation—and the "heart"—people's feelings.</p> <p><b>Coaching: Move People Forward</b>  <span style="color: #0070c0;">VC</span> 90 minutes</p> <p>Anchored on a growth mindset, use a practical approach to coaching in the moment, in any situation.</p> <hr/> <p style="text-align: center;"><b>Reinforcement</b></p> <p><b>Giving Feedback for Improvement</b>  <span style="color: #0070c0;">M</span> 10 minutes</p> <p>Understand the role of neuroscience in delivering feedback and identify common mistakes made.</p>	<p style="text-align: center;"><b>Key Courses</b></p> <p><b>Building and Sustaining Trust</b>  <span style="color: #0070c0;">C</span> 3.5 hours</p> <p>Apply new trust-building skills that enable teams to take risks, solve problems, and collaborate to achieve results.</p> <p><b>Engaging and Retaining Talent</b>  <span style="color: #0070c0;">C</span> 3.5 hours</p> <p>Determine what engages each individual and learn to conduct retention conversations.</p> <hr/> <p style="text-align: center;"><b>Reinforcement</b></p> <p><b>Everyday Engagers</b>  <span style="color: #0070c0;">M</span> 10 minutes</p> <p>Evaluate engagement efforts and demonstrate simple but powerful everyday actions to help motivate and engage.</p>	<p style="text-align: center;"><b>Key Courses</b></p> <p><b>Leading in a Hybrid Workplace</b>  <span style="color: #0070c0;">VC</span> 90 minutes</p> <p>Foster inclusivity and connect remote and in-office team members to achieve results.</p> <p><b>Inclusion: Delegating Equitably</b>  <span style="color: #0070c0;">VC</span> 90 minutes</p> <p>Increase fairness and support individual growth with high-profile and high-impact work.</p> <hr/> <p style="text-align: center;"><b>Reinforcement</b></p> <p><b>Ensuring Your Team Avoids Burnout</b>  <span style="color: #0070c0;">M</span> 10 minutes</p> <p>Learn the signs of burnout, where it's coming from, and how to take action to protect teams.</p>	<p><b>Recognition</b></p> <ul style="list-style-type: none"> <li>- Reflections</li> <li>- Celebration</li> </ul> <p><b>Measurement</b></p> <ul style="list-style-type: none"> <li>- Participation</li> <li>- Evaluations</li> <li>- Impact Study</li> <li>- Talent Metrics</li> </ul> <p><b>Plan Future Development</b></p>
Make Development a Way of Work to Sustain Learning, Apply Skills, and Grow: Peer Learning Groups   Individual Development Plan   Online Resources				

C Classroom 
 VC Virtual Classroom 
 O Online Course 
 M Microcourse

### Ready to Design Your Own Program?

With a DDI Foundation Subscription, you have everything you need to create exceptional frontline leadership development that grows with your leaders: award-winning content, learning tools, and the flexibility to design your own leadership programs. Plus, you'll have a Strategic Learning Team from DDI to guide you throughout the design and implementation process.

Explore DDI's [Leadership Development Subscriptions](#).