



Leap

A Sample Leadership Development Program for High-Potential Frontline Leaders

The best way to help frontline leaders take on more challenging roles quickly is to meet them where they are. Explore **Leap**, our sample learning journey showcasing the essential skills high-potential frontline leaders need to excel in their future roles.

Key Skills

Build peer connection

Embrace change

Leverage personal insight

Influence others

Drive inclusion

| Get Started | Build and Practice Skills | | | Get Results |
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| | Phase 1 | Phase 2 | Phase 3 | |
| <p>Kickoff from CEO</p> <p>Orientation for Leaders and Their Managers</p> <p>Complete Assessment Experience a business simulation and get 1:1 feedback and coaching on strengths and development areas.</p> <p>Organize Peer Learning Groups Schedule sessions to discuss key takeaways and insights.</p> | <p style="text-align: center;">Key Courses</p> <p>Maximizing the Power Skills 🕒 20 minutes Boost interpersonal skills to support and deeply connect with team members.</p> <p>Driving Change 🕒 3.5 hours Accelerate change by creating an agile environment where people are more receptive to change.</p> <p>Executing Strategy at the Front Line 🕒 3.5 hours Drive results using three key elements of strategy execution: Focus, Measurement, and Accountability.</p> <hr/> <p style="text-align: center;">Reinforcement</p> <p>Finding Control During Change 🕒 10 minutes Move through change successfully by identifying areas to control or influence.</p> | <p style="text-align: center;">Key Courses</p> <p>Inclusion: Build Empathy 🕒 2 hours Experience an immersive simulation to witness feeling excluded and commit to becoming more inclusive.</p> <p>Inclusion: Take Action 🕒 2 hours Develop everyday inclusive leadership behaviors using an actionable framework to create and nurture an inclusive culture.</p> <hr/> <p style="text-align: center;">Reinforcement</p> <p>Engaging Quiet Quitters 🕒 10 minutes Recognize the causes and symptoms of quiet quitting and learn strategies to re-engage and prevent future disengagement.</p> | <p style="text-align: center;">Key Courses</p> <p>Strategies for Influencing Others 🕒 90 minutes Package ideas in a way that captures stakeholder attention, changes perspectives, and drives commitment to action.</p> <p>Targeted Selection®: The Art of Behavioral Interviewing 🕒 60 minutes Conduct objective, fair interviews to gather data and make the best selection decisions.</p> <hr/> <p style="text-align: center;">Reinforcement</p> <p>Unconscious Bias: Awareness into Action 🕒 10 minutes Review common biases to make better decisions moving forward.</p> | <p>Recognition</p> <ul style="list-style-type: none"> - Reflections - Celebration <p>Measurement</p> <ul style="list-style-type: none"> - Participation - Evaluations - Impact Study - Talent Metrics <p>Plan Future Development</p> |
| <p>Make Development a Way of Work to Sustain Learning, Apply Skills, and Grow: Peer Learning Groups Individual Development Plan Online Resources</p> | | | | |

🕒 Classroom 🖥️ Virtual Classroom 🌐 Online Course 📺 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](#).