



Leading as One

A Sample Multi-Level Development Program to Create a High-Performance Culture

Your business strategy determines *what* gets done at your organization, but your organizational culture determines *how* it gets done. Creating a culture that enables employees to do their best work requires leaders who model a common leadership language across their organization. Explore *Leading as One*, a sample multi-level learning journey that showcases the skills all leaders need to drive results.

Key Skills

Emotional intelligence (EQ)

Coaching for growth

Influencing others

Setting goals and driving results

Strategy alignment and execution

Get Started	Build and Practice Skills			Get Results	
	Phase 1	Phase 2	Phase 3		
<p>Kickoff from CEO</p> <p>Orientation for Leaders</p> <p>Gain Insights Complete assessments to reflect on strengths and gaps.</p> <p>Organize Peer Learning Groups Schedule sessions to discuss key takeaways and insights.</p>	Directors	<p>EQ: Mastering Interactions with Others VC 2 hours</p> <p>Understand how personality traits help or hinder emotional intelligence, then learn to adapt and better respond to others.</p> <p>Influencing from Stakeholder Perspectives VC 2 hours</p> <p>Build a strong case with key stakeholders to accomplish future goals and objectives.</p>	<p>Determining Strategic Priorities VC 2 hours</p> <p>Translate strategic business goals to team-level priorities and identify strategies to mitigate risk.</p> <p>What's on Your Radar? M 10 minutes</p> <p>Complete a radar chart to assess priorities and focus time and energy to meet strategic goals.</p>	<p>Coaching for Growth VC 2 hours</p> <p>Add deep listening and provocative questioning techniques to your coaching skills and build your team's bench strength for today and the future.</p> <p>Managing the People Side of Risk M 10 minutes</p> <p>Recognize the importance of managing risks and learn best practices to ensure stability and continued growth.</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>
	Managers	<p>Communication: Connect Through Conversations O 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>Strategies for Influencing Others VC 90 minutes</p> <p>Package ideas in a way that captures stakeholder attention, changes perspectives, and drives commitment to action.</p>	<p>Executing Strategy at the Front Line VC 90 minutes</p> <p>Drive results using three key elements of strategy execution: Focus, Measurement, and Accountability.</p> <p>Setting Goals and Reviewing Results O 40 minutes</p> <p>Experience using effective SMART goals to help leaders and their employees track progress and fairly evaluate outcomes.</p>	<p>Coaching: Move People Forward VC 90 minutes</p> <p>Anchored on a growth mindset, use a practical approach to coaching in the moment, in any situation.</p> <p>Being Business Savvy M 10 minutes</p> <p>Recognize the importance of being business savvy and practice identifying, organizing, and leveraging business-related data.</p>	
<p>Make Development a Way of Work to Sustain Learning, Apply Skills, and Grow: Peer Learning Groups Individual Development Plan Online Resources</p>					

C Classroom VC Virtual Classroom O Online Course M Microcourse

Ready to Design Your Own Program?

With a DDI MultiLevel Subscription, you have everything you need to develop a common leadership language across levels: award-winning content, personalized insights, learning tools, and the flexibility to design your own leadership programs. Plus, you'll get your own DDI Strategic Learning Team to guide you throughout the design and implementation process.

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