

# Leadership Development Program

A Proven Blueprint for Success



The SKS Leadership Development Program improves the skills, abilities and confidence of your high-potential leaders. System-oriented and solution driven, it includes tutorials and thought-provoking activities to assist in the reflection of current leadership behaviors while putting a robust, actionable plan in place for supporting future leadership success. The outcome? High performing individuals that drive results for the business.



SKS Coaches serve as trusted partners, working side-by-side with participants to guide them toward successfully turning insight into action through a series of development planning sessions, accompanied by tutorials completed independently between sessions. At the conclusion of the program, the participant and their Coach have an alignment meeting with relevant parties. At each stage, reflection by the participant is key. Being engaged and partnering with their SKS Coach will provide insights that expand the individual's potential in current and future roles.



## Key Areas of Focus

- Uncovering a personal leadership vision
- Identifying levers of developmental change
- Creating a leadership development plan
- Aligning with key stakeholders
- Executing the plan



### TOP-TIER PROFESSIONALS

Our doctoral-level consultants serve as participants' Coaches, leveraging their knowledge of relevant psychological principles and assessment data.



### PROVEN TOOLS

We utilize proven tools, such as our Leadership Development Model – recognized as invaluable intellectual property within the talent management industry.



### DEEP EXPERIENCE

We've supported hundreds of leaders on their development journeys and honed an exceptional level of business acumen from transforming countless organizations.

**ASSESSMENTS & FEEDBACK**

First, the participant completes a battery of assessments, then receives feedback from their SKS Coach. Understanding these results and identifying strengths and areas for development will help accelerate the participants' Leadership Development Program and set them up for success throughout the program.

**SESSION 1: THE FOUNDATION**

With their SKS Coach, the participant will develop and commit to their Leadership Vision Statement and conduct a thorough Leadership Analysis. This work is leveraged to identify three development goals which will be the primary areas of focus in the Leadership Development Plan (LDP).

**Leadership Vision Statement**

Brief summary of participant's goals in life and in career. A clear vision of the end state before taking action that helps participants stay focused as they navigate challenges, changes, and progress in their career.

**Leadership Analysis**

A useful tool for zeroing in on the most impactful development goals by considering individual strengths and limitations within the context of opportunities and threats existing in the business.

**SESSION 2: INSIGHT & ACTION**

The SKS Coach will introduce the SKS Leadership Development Model (LDM) and provide an exercise to deepen the participant's understanding of their three leadership development goals and start formulating ideas about how to achieve them. Our LDM is based on our belief that leaders can achieve sustained, long-lasting behavior change by examining and adjusting cognitive mindset, emotional experience, and behavioral practices.



**SESSION 3: SUPPORT & ACCOUNTABILITY**

A vital part of the LDP is to identify key partners who will support the participant and hold them accountable as they execute their plan and achieve goals; they should provide feedback, mentorship, and accountability. This "Personal Board of Advisors" will not only support the participant throughout their journey but also expand the individual's thinking on how to successfully achieve their identified development goals.

**ALIGNMENT MEETING: PRESENTING THE LDP**

As the final step, the participant presents the final LDP and seeks alignment on the plan. Communication between the participant, their manager, the HR business partner, and the SKS Coach is critical to ensure buy-in, set expectations, and establish accountabilities. This meeting concludes with a focus on next steps, which could include ways the organization can support implementation of the LDP, provide assistance to the participant in achieving their development goals, and additional help or coaching the participant may need or desire.



“ Our organization needed a framework to assess and develop leadership potential across the world and identify who was best equipped to take on new and increasing responsibility. The SKS Leadership Development Program is a robust yet straightforward model that has proven so on-target that it is now integrated into our corporate succession planning systems and tools.”

GLOBAL CONSUMER & COMMERCIAL MANUFACTURER

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