

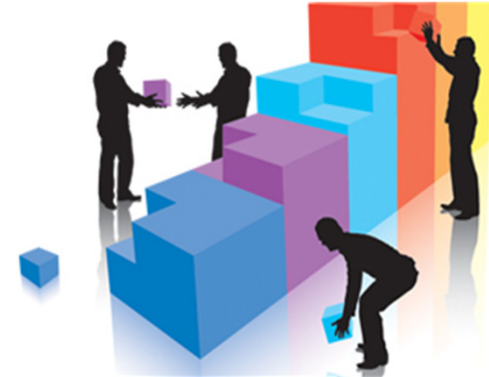
# BUILDING THE NEXT GENERATION OF LEADERS

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Making a Comprehensive Leadership  
Development Program Work for You

# Elements of a Leadership Development Program

- What should feed into a leadership development framework?
  - Compelling need
  - Sponsorship and support
  - Ready and appropriate resources
  - Relevance to organizational culture
  - Tied to organization's tagline, mission, vision, and values
  - Tailored to each audience level
  - Branded
  - Partnered with communications
  - Continued recognition



# Elements of a Leadership Development Program (continued)

- ADDIE:
  - Must complete a needs analysis
  - Design and development
    - Do you have the resources?
  - Implementation
    - Do you have the resources?
  - Measurement & Evaluation
    - How will you measure success?
    - Kirkpatrick's 4 Levels of evaluation



# Elements of a Leadership Development Program (continued)

- Barriers
  - Budget and time constraints
  - How to measure the ROI?
  - How to measure success?
  - What barriers might you face?



# Story of Leader Connections

- The framework
- The creation of the tracks
  - Needs analysis
  - Piloted each program
  - Lessons learned
  - Share the different tracks
    - **Emerging Leader**
    - **Leader Essentials**
    - **Leader 2 Leader**
    - **Leader Enhancement**
    - **Executive Leader Enhancement**



# Story of Leader Connections (cont.)

- Diverse participation
- Numbers
  - How has Leader Connections been received?
  - Promotion numbers
- Continued program evolution
  - Gathered continued feedback
  - Emerging Leader – Next Steps
  - Leader Enhancement Progress
  - Executive Leader Enhancement
- Keeping participants “connected”
  - Continued opportunities after graduation
  - Leader Conversations



Questions???

