

THE ONDEMAND COACH

CREATING A LEADERSHIP DEVELOPMENT PROGRAM IN YOUR COMPANY

There are four types of Leadership Development Programs (LDP): a training series, tiered programs, exclusive programs, and a students-teaching-students approach. This **comprehensive leadership experience** introduces a training methodology and tactics for creating the program that is right for you and your business. The core goal of the session is to guide you through a process that will allow you to **define and ultimately create a leadership development program of your own**.

Executives, managers, and directors will outline the components for their new training programs to help their company **increase its leadership capacity** over the next four years. Trainers, instructional managers, and practitioners will plan their leadership training and incorporate strategies for **strengthening the current program** and future training installments. Employees will get a taste for what their leadership skills should include, as well as how they can further **develop the characteristics** that are expected of them.

The Leadership Development Program is a time-phased process for creating relevant & lasting impact through a customized blend of **predictive consulting, training workshops, integrative coaching, resource tools, and real-time application** to drive organizational engagement, retention, & growth. The purpose of the LDP is to guide and support you in building your own Leadership Development Program from start to finish, big picture to small details. We will complement your leadership program with our own workshops, retreats, and conferences.

The LDP is a unique leadership experience to empower you and your team to become facilitators that provide leadership training for your organization. This train-the-trainer experience advances the personal development, credentials, knowledge, resources, and capabilities of the facilitators who take part in the training. The distinguishing factor of this experience is a certification **and licensing agreement** for organizations to create a qualified leader development team.

PERSONAL OBJECTIVE: Learn to guide yourself in focusing on purpose, expanding your vision, and chasing your mission because you can't lead others until you first lead yourself.

BUSINESS OBJECTIVE: Experience the proven, disciplined approach for creating a customized leadership and personal development program in your company.

Learning Outcomes: Get focused, take intelligent action, and stay accountable to...

- Learn how to develop a customized, sustainable, and inside-out leadership training plan.
- Understand the five elements for building leadership in employees and managers: Purpose, Vision, Goals, Plans, & Habits.
- Increase engagement and drive lasting performance through meaningful, memorable, and applicable leadership experiences.
- Re-imagine the standard leadership program to inspire purpose & meaning in life, relationships, work, and business execution.
- Understand an empowering approach to develop dynamic on-demand leadership facilitators.

The Leadership Development Program looks like this...

- Predictive Consulting package
- 1-3 day onsite kickoff workshop
- Bonus training: Make Training Fun Again
- PLUS follow-up half-day workshop 3-6 months later
- Customized workbook and resource tools to integrate learning management system
- One-to-one monthly coaching for up to three key players for one year
- Follow-up support call after the workshop to compare behaviors, results, and trends

WORKSHOPS | COACHING | RESOURCES

1.856.885.8207 Coaching@TheOnDemandCoach.com www.TheOnDemandCoach.com

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CO-CREATING YOUR OWN LEADERSHIP DEVELOPMENT PROGRAM



THE ELEMENTS

PREDICTIVE CONSULTING

The foundation of all workshops and coaching begins with **The OnDemand Coach Predictive Profile**. Predict the quality of your future by answering the difficult questions, bridging the gap between where you are and your preferred future, and applying the four Standards For Excellence.

TRAINING WORKSHOPS

Empower yourself and your team to live at a level beyond where everyone else lives through a deeper context in our **Learn-Say-Do-Reflect Model**. Workshops are delivered with purpose, passion, and relevancy, blending a high-energy presentation style, interactive exercises, engaging dialogue, and fun to create measurable results... customized to meet your needs.

INTEGRATIVE COACHING

Integrate Motivational Psychology coaching into your **personal, leadership, and organizational development**. Engage monthly to illuminate purpose, innovate strategy, overpower obstacles, and stay accountable to next level results. Integrative Coaching provides a simple, consistent, and empowering foundation for producing undeniable results with lasting impact.

RESOURCE TOOLS

We can't just co-create a leadership development program or coaching initiative; we have to sustain them to create long-term results. The final element is the application of resource tools to **facilitate continued implementation and self-coaching** at your convenience to guide you toward your preferred future.

THE SYSTEM

PHASE 1: ASSESSMENT & STRATEGY

- Success starts by telling the truth: connect unintended results to influencing factors.
- Recognize patterns and define core issues to reframe challenges through strengths and opportunities.
- Uncover values, motivations, and your primary aim to clearly define learning outcomes.

PHASE 2: REASON & RHYTHM

- Identify your Undeniable Purpose through your unique context, then simplify and declare your intentions.
- Outline a rewarding path, aligning actions with priorities and key performance indicators.
- Create the systems and rituals and make the rules easy so you can win the game.

PHASE 3: ACCOUNTABILITY & IMPACT

- Align personal and professional objectives to co-create an inspiring identity.
- Increase engagement to develop shared ownership between you and your team.
- Utilize systems for application to reinforce action-based learning and transformation.

PHASE 4: MEASUREMENT & EVALUATION

- Establish benchmarks for success and happiness to determine the real value of your internal learning and achievements.
- Adjust actions to actual results: reward successes and performance, eliminate stagnation, and course correct.
- Focus on progress—not perfection—and renew your Predictive Profile to evaluate your improved state.

HIGH-ENERGY | INTERACTIVE | ENGAGING | FUN

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