

# Applied Leadership Development Program (ALDP)©

*Corporate Proposal*



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## **Being a leader is difficult - you already know that.**

Individual contributors and mid- to senior-level managers often ask the same question – can I be a great leader? Interestingly, the more senior a person becomes in an organization, or the more they study leadership theory, the more they understand just how difficult consistent leadership can be.

### **Why?**

#### **Leaders aren't born – they're created**

##### **Everything is constantly changing.**

The world is dynamic – nothing is fixed and certain. Leaders need to be able to set a direction for an organization while knowing the highest likelihood is that they got it wrong. They either had the wrong perception of reality or the reality shifted on them.

##### **Great teams don't just happen.**

A leader constructs a team with the balance of skills required for the situation – but the real impact comes from nurturing the team to a high potential.

##### **There are no ready-made geniuses – the potential in people is created.**

Leaders define success in others' successes. Their influence occurs in groups and they model the way for others. They meet others' needs and carry the burden of maintaining relationships inside and outside the organization. Leaders change the way people think about the possible.

##### **Leaders need to be managers too.**

Having a challenging vision that will inspire people is critical for leaders. The focus on developing the future through innovation and inspiration of others is essential, but so is delivering in the moment. Leadership without management can result in poor performance and misdirected change.

**ALDP© helps leaders – at all levels – enhance confidence in their ability to create and deliver a viable future for their organization in an ever-changing environment.**

ALDP© is a customizable program (six to twelve months) that provides:

**Behavior** awareness and the tools to manage one's self to become the leader that they aspire to be. A person's behavior is not a consequence of who they are – it's an input to what they can be.

**Skills** to do the things that great leaders do - demystifying leadership into a set of skills that can be learned.

**Team Building** capabilities and a high level of confidence in one's ability to create teams that deliver great things.

ALDP© concentrates on nine proven competencies that convert challenges into possibilities that can be delivered:

**Five competencies about *What Leaders Do***

- Set direction for an organization
- Build high-performing teams
- Manage performance
- Structure an organization effectively
- Nurture behaviors in self and others

**Four competencies about *How Leaders Lead***

- Conversations that create a future
- Support people to achieve their highest potential
- Create context that clarifies the boundaries of right and wrong
- Provide the space for people to deliver results

Learning and applying the lessons of ALDP© in an organization shapes an environment where leaders help groups of people:

1. Grow their potential
2. Capture the power of diversity by affecting positive dispositions
3. Nurture constructive behaviors in themselves and others
4. Understand context through a congruence of enabling messages
5. Be credible
6. Use organization structure changes wisely
7. Assure delivery through effective performance management
8. Avoid critical mistakes and unintended consequences
9. Achieve a high level of team performance
10. Proactively manage risks
11. Pace the organization for success by setting priorities
12. Create and sustain a viable future for the organization

## The ALDP© Program

The leadership program is unique because it's delivered in a team environment, and it's customized for your company's needs.

### Custom Program

- Delivered on-site or venue of company choosing.
- Groups of 12-16 people in teams of executives, managers, or supervisors.
- Benefit: raises the level of leadership capability of the team as well as the cooperation amongst team member.

Learning occurs in stages to provide continuous reinforcement of the leadership skills and behaviors. Stages for a 6-month program include:

**Stage 1:** Completion of three assessments – (1) Multi-Health Systems EQ-I Emotional Intelligence Assessment, (2) Myers-Briggs Type Indicator Assessment, and (3) SCARF Motivation Assessment.

**Stage 2:** Five, eight-hour days of instruction and work-group sessions covering the nine competencies of ALDP©. Ideal sequence is Thursday/Friday sessions, weekend off, and completion following Monday/Tuesday/Wednesday. At the end of instruction, the attendees are provided a copy of the book *Applied Leadership Development: Nine Elements of Leadership Mastery* to read as reinforcement of the ALDP©.

**Stage 3:** Completion of the *Leadership 360 Assessment* one-week after Stage 2 completion. The assessment collects opinions of an attendee's leadership abilities from a range of co-workers, the boss, direct reports and compares it to the attendee's self-perception.

**Stage 4:** Two 60-minute, one-on-one sessions with a certified coach. First, immediately following Stage 2 to solidify an action plan for each participant, and a second follow-up coaching session two months later.

**Stage 5:** Six months following Stage 2, an eight-hour refreshment of the nine leadership competencies with particular emphasis on refining each attendee's leadership action plan. The session is preceded by a second completion of *Leadership 360 Assessment* to create an awareness of progression.

Contact us at [albolea@appliedleadership.co](mailto:albolea@appliedleadership.co) for more details.