

## Tools for MEDIUM Businesses

### Level 2 Question 5: How Good are we at developing our leaders?

<b>Title</b>	Leadership Development model								
<b>Why</b>	The number one reason that people leave their job is that they are unhappy with their direct leader. So as Your organization grows, the role of leadership becomes more essential. There are more layers in your organization, and you want your leaders to lead in a way that are in alignment with your Core values and key behaviors.								
<b>What</b>	<p>In order to become a good leader, All new new leaders need to be mature as a person, able manage their own tasks and display a behavior that can role-model the company's values and desired behavior's. The will then need to learn some basic leadership tools in order to manage their team, Then gradually they will need to develop their overall business understanding.</p> <p>We call the model:</p> <ol style="list-style-type: none"> <li>1. Lead Yourself</li> <li>2. Lead Your Team</li> <li>3. Lead Your Business</li> </ol>								
<b>How</b>	<p>A Leadership Development model Will typically be billee around the model aboce</p> <p>A Typical content of development modules could look le this:</p> <table border="1" data-bbox="435 1310 991 1525"> <tr> <td>1</td> <td>New Leaders (less than 1 year)</td> </tr> <tr> <td>2</td> <td>Team leaders (5-10 specialists)</td> </tr> <tr> <td>3</td> <td>Functonal leaders</td> </tr> <tr> <td>4</td> <td>Senior level leaders</td> </tr> </table> <p><b>Leading Yourself</b></p> <ul style="list-style-type: none"> <li>• Career Management</li> <li>• Ethics at Work</li> <li>• Presentation Skills</li> <li>• Stress Management</li> <li>• Time Management</li> <li>• Writing Skills</li> </ul> <p><b>Leading Others</b></p> <ul style="list-style-type: none"> <li>• Coaching</li> </ul>	1	New Leaders (less than 1 year)	2	Team leaders (5-10 specialists)	3	Functonal leaders	4	Senior level leaders
1	New Leaders (less than 1 year)								
2	Team leaders (5-10 specialists)								
3	Functonal leaders								
4	Senior level leaders								

- Developing Employees
- Difficult Interactions
- Diversity
- Feedback Essentials
- Global Collaboration
- Hiring
- Leading People
- Leveraging Your Networks
- Manage Your Boss
- Meeting Management
- Performance Appraisal
- Persuading Others
- Retaining Employees
- Team Creation
- Team Management

#### **Leading the Business**

- Budgeting
- Business Case Development
- Business Plan Development
- Change Management
- Crisis Management
- Customer Focus
- Decision Making
- Delegating
- Finance Essentials
- Goal Setting
- Innovation and Creativity
- Innovation Implementation
- Marketing Essentials
- Negotiating
- Performance Measurement
- Process Improvement
- Project Management
- Strategic Thinking
- Strategy Planning and Execution
-

<b>Examples</b>	
<b>Template</b>	See Template Below

## Leadership Development Modules Template

1	New Leaders (less than 1 year)
2	Team leaders (5-10 specialists)
3	Functional leaders
4	Senior level leaders

Map out which modules are relevant for each leadership level

TOPIC	Leadership Level				Notes
<b>Lead Yourself</b>					
• Living Company Values					
• Ethics at Work					
• Presentation Skills					
• Stress Management					
• Time Management					
• Working in teams					
• Emotional Intelligence					
<b>Lead Your Team</b>					
• Coaching					
• Developing Employees					
• Difficult Interactions					
• Diversity					
• Feedback Essentials					
• Global Collaboration					
• Hiring					
• Leading People					
• Situational Leadership					
• Leveraging Your Networks					
• Manage Your Boss					
• Meeting Management					
• Performance Appraisal					
• Persuading Others					
• Retaining Employees					
• Team Creation					
• Team Management					
<b>Lead The Business</b>					
• Budgeting					
• Business Case Development					
• Business Plan Development					

TOPIC	Leadership Level				Notes
• Change Management					
• Crisis Management					
• Customer Focus					
• Decision Making					
• Delegating					
• Finance Essentials					
• Goal Setting					
• Innovation and Creativity					
• Innovation Implementation					
• Marketing Essentials					
• Negotiating					
• Performance Measurement					
• Process Improvement					
• Project Management					
• Strategic Thinking					
• Strategy Planning and Execution					