

Sample Deliverables - Executive Leadership Development

DELIVERABLE	DETAILS			
6-9 Development Sessions	The group of participants will meet weekly for 6-9 weeks. Each session will be approximately 2-3 hours in length. This process enables participants to “develop” since they will have application and practice time between sessions. Each session will end with specific goals and action steps to be accomplished by the next session.			
3 Follow-Up Sessions	The group will meet quarterly for the 3 quarters following the last session. Participants will present progress reports on their individual and organizational goals. When needed, additional content may also be part of these sessions.			
Audio CD Series	<p>9 chapters of program content in audio form enables the participant to have multiple exposures to the content between sessions allowing the sessions to be hands-on and application oriented. Five exposures during the week between sessions results in content retention in excess of 60%. Content includes:</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%; vertical-align: top;"> <ul style="list-style-type: none"> The Challenge Strategic Leadership A Goal Achieving System Collaborating for Results Building Teams Through Peak Performers </td> <td style="width: 50%; vertical-align: top;"> <ul style="list-style-type: none"> Creating the Best Culture Leadership Communications Turning Goals Into Sustained Success Understanding Behavior and What Motivates People </td> </tr> </table>	<ul style="list-style-type: none"> The Challenge Strategic Leadership A Goal Achieving System Collaborating for Results Building Teams Through Peak Performers 	<ul style="list-style-type: none"> Creating the Best Culture Leadership Communications Turning Goals Into Sustained Success Understanding Behavior and What Motivates People 	
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Text	Exact same content as audio series with assessments at the end of each chapter for reinforcement of content. The text is also used as a reference guide.			
Action Plan	<p>Self and Organizational Evaluation Sections include:</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 33%; vertical-align: top;"> <ul style="list-style-type: none"> Dream Inventory Physical Development Ethics and Beliefs Development Organizational Goals Program Goals Summary </td> <td style="width: 33%; vertical-align: top;"> <ul style="list-style-type: none"> Mental Development Financial/Career Development Setting Goals and Establishing Priorities Organizational Evaluations Goals Accomplished </td> <td style="width: 33%; vertical-align: top;"> <ul style="list-style-type: none"> Social Development Family Life Development Goal Planning Sheets Organizational Goals Categories </td> </tr> </table>	<ul style="list-style-type: none"> Dream Inventory Physical Development Ethics and Beliefs Development Organizational Goals Program Goals Summary 	<ul style="list-style-type: none"> Mental Development Financial/Career Development Setting Goals and Establishing Priorities Organizational Evaluations Goals Accomplished 	<ul style="list-style-type: none"> Social Development Family Life Development Goal Planning Sheets Organizational Goals Categories
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Phone/Email Consultation	Participants within the group will have unlimited phone/email consultations with facilitator during the process.			

Sample Deliverables - Executive Leadership Development (cont.)

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Concept Application Through Goal Setting	The group will focus on the implementation of key concepts as they apply to each participant, by developing written goals with measurable action steps.
Critical Issues	Each participant will identify three critical issues within the organization and develop comprehensive action steps for each issue.
Productivity Assessment	The group will analyze current productivity followed by measurable goal setting.
Organizational Assessments	Overall Organizational Evaluations Overall Leadership Evaluations Time Management Evaluations All three evaluations followed by goal setting where sustainable improvement is needed.
Self-Concept Profile	Each participant will analyze current confidence and comfort levels with self, and create steps to be taken if improvement is desired.
Personal and Organizational Mission Statement	Each participant will develop his or her personal and organizational mission statement. Individual coaching provided if necessary.
Time Management Analysis	Each participant will analyze his/her personal time management ability followed by goal setting where improvement is needed.
Communication Assessment	The group will discuss the current communication “state” and its impact on others.
Measurable Results	The process is customized and tailored to achieve the measurable outcomes set by each specific client.