

Example for a line of sessions with Leadership development

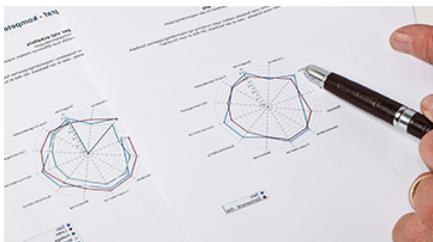
Development of leaders is an area, that is adressed in many different ways. In Zephyr Consulting, we belive that the individual leader becomes a stronger and better leader, when he or she knows himself. As with our other development activities, we design the activity in a way that it support the company values and desired behaviour.

A process could look like this:

- Clarification meeting with the management team (Face-to-face):
 - Expectations and success criteria
 - Framework
 - History and activities to date
 - Insight into the challenges you face
- Run through the process with the leaders involved (1-1½ hours session):
 - Go through the process including purpose and content
 - Short introduction to the models used
- Launch tests
 - Test of the leaders (personality type and 360 degrees test)
- Start-up with the leadership team (1 day - Day 1):

Go through:

 - Basic management behavior within the company
 - Employee type and behaviour
 - Initial reflections on theory.
- 1:1 session with the individual leader (1-2 hours/leader – Day 2):
 - 1:1 feedback on personality profile
 - Reflection and development of development plan incl. milestones
- Intermediate period – 16 weeks:
 - 1:1 session with the individual leader every 4th week (follow up development plan and sparring)
 - Monthly follow-up with the leadership team
- Launch new 360 degree test
- Feedback session (½ day)
 - 1:1 feedback 360 degree test
 - Overall feedback to the leadership team (success criteria met?)
 - Clarification way forward



The activity runs over 6 months – content: 3 x days of training (incl. kickoff & feedback) and 8-day on-site coaching/sparring with the leaders (10 leaders).