The Vertical Leader

Organizations that consistently outperform their competition do so because of their leaders. Leaders are the drivers of culture and performance and represent the greatest competitive differentiation your organization can acquire.

There are many people who occupy leadership roles, but few real leaders in these roles.

The Vertical Leader II is a comprehensive leadership development program designed to focus a leader's growth and development in 3 key areas, namely,

1. **Self-Leadership** - People have not earned the right to lead others until they have first learned to lead themselves.
2. **Relationship with others** -The skills required to work with, communicate with, and influence and inspire others.
3. **Leadership of others** - The skills and tools to coach and develop others to the highest levels of performance.

This program focuses intensively on The Mindset for Leadership Excellence, Culture, and Leadership Skills development and application through reinforced practice - using real life simulation exercises.

Participants leave the program with the skills, the confidence, and a concrete plan to apply their learning on the job.

KEY OUTCOMES

- Higher levels of employee commitment, retention, and engagement
- Increased innovation and continuous improvement
- Greater accountability for performance
- Stronger internal collaboration
- Development of internal employee bench-strength
- Increased organizational alignment
- Improved organizational performance

KEY FOCUS AREAS

This program has been tailored to focus on the development of self, relationship with others, and the development of internal bench-strength. It consists of three distinct (and interdependent) programs, namely,

- Mindset for Excellence (2 days)
- Leading with Influence (3 days)
- Coaching for Excellence (2 days)
- On the job application of the skills after each module and on a real work project
- Measurement of performance and accountability to execute against a plan

TARGET AUDIENCE

All people managers and leaders (from front line supervisors to executive leaders), and emerging leaders who have been identified for future roles in leadership.

PROGRAM DURATION

7 days in class (spread over 3-5 months) or blended learning for sustainment (spread over 12 months which Includes focus on a specific work project, and Team Accountability Groups to ensure the learning is applied on the job and sticks).