

# Building leadership capability

*Much has been written in the leadership literature about personal and organizational effectiveness, about the challenges of global competition, about change, and about the dynamic leadership skills that are required of successful executives. However, unless organizations build a sustainable leadership culture—a culture that turns out a continuous supply of highly capable leaders—effectiveness, global competition and change won't matter. Moreover, in order for organizations to successfully drive their business strategy, superior leadership is required at all levels of the organization. Hence, leadership capital is at a premium and organizational survival hinges on the ability to build a sustainable pipeline of leadership talent.*

*LeaderWorks is uniquely qualified to assist organizations build a sustainable supply of leadership talent. Each of our senior leaders has over 20 years of “real world” experience building leadership capability, holding executive-level positions with Fortune 50 multinational companies. This “perspective” thus magnifies our ability to deliver significant, tangible results.*

LeaderWorks' *Building Leadership Capability* program is an intensive 2-day workshop devoted to helping organizations significantly improve results by more effectively building leadership capability. The workshop focuses on the critical “differentiators” of effective leadership, and provides vital processes and tools around the key components of the Leadership Capability Framework: Upgrading Talent, Managing Talent and Developing Talent.

- *Upgrading Talent* deals with the processes and tools that will help managers develop their ability to recognize and calibrate talent, and improve their ability to select the right talent, both internally and externally, for their organization.
- *Managing Talent* is about how leaders can create a performance-driven culture, and focuses specifically on raising the performance bar for all employees, the success factors and key processes for driving organizational performance, and how to give effective performance feedback.
- *Developing Talent* centers on how leaders develop, and on the key processes and tools that will help managers build a sustainable leadership pipeline, identify and provide high-leverage developmental jobs and assignments for key talent, and coach key talent for greater performance.



The program is hard-hitting and user-friendly. It's designed to be a “hands-on” application of the skills and tools that will enhance success. The concepts and principles are time-tested and proven in the real world. It can be augmented by one or more of our other leadership development services, the *Leading Change For Results* workshop, our powerful *Executive Assessment and Development Process* and our *Executive Learning* services in order to build a complete, integrated leadership development system.