

Executive Learning

“Ben Porter has done a masterful job designing and running our executive programs for the past several years. The programs have accelerated the personal learning of our executives, strengthened our culture and added value to the corporation.”

Larry Bossidy
Chairman & CEO
Honeywell/AlliedSignal

The challenges of a global marketplace are relentless, demanding that organizations produce significant results. The drive to succeed in the high-stakes future of the 21st Century, punctuated by business imperatives such as productivity increases, revenue growth, developing global talent, E-business expansion, and building leadership and change management skills requires revolutionary leadership. Yet, many companies don't have the quality or quantity of leadership talent they need in order to meet these challenges.

LeaderWorks is uniquely qualified to assist organizations build leadership capability through the application of our Executive Learning services. Each of our senior consultants has over 20 years of “real world” experience designing and implementing leading-edge executive programs, holding executive-level positions with Fortune 50 multi-national companies. This experience magnifies our ability to deliver significant, tangible results.

In order for organizations to successfully drive their business strategy, superior leadership is required, particularly at the senior levels of the organization. Building such capability requires a concerted effort on the organization's part to assure that its leaders do not become obsolete. Hence, LeaderWorks provides customized Executive Learning Programs that are designed to:

- Help leaders shape and better understand the strategic direction of the company.
- Provide leading-edge concepts, processes and tools to help the leader be successful.
- Provide a forum for discussing and resolving critical business issues.
- Provide opportunities to build and strengthen the performance culture of the organization.

Our approach to executive learning is to design an “intervention” that is driven by the companies' key business imperatives and that provides the executives with an opportunity to change or redirect the organization. Hence, our clients are not left with a generic “program” filled with interesting concepts but no meaningful connection to the business. The methodology is proven and time-tested:

- One, we conduct a thorough analysis of the learning needs of your senior executives based on the companies' strategic business imperatives, critical organization issues and needed leadership and technical competencies for the future.
- Two, we design the executive learning intervention to expose your senior leaders to the best external thinking and practices available, while grounding it to the current reality of the business by tapping into the expertise of internal executives.
- Third, we facilitate the program. We have significant experience running programs from a few days to more than a month in length, and we have the capability to deliver them at any location worldwide. Presenters are drawn from the best and most experienced external consultants, top university professors and key internal executives. Action learning projects (e.g. growth strategy, organization change reviews) are included to enhance the application of the concepts and to add value to the organization.
- Fourth, we provide on-going coaching to the participants to ensure that the learnings are having the real-world impact intended.

If desired, your *Executive Learning* programs can be augmented by one or more of our other leadership development services, the *Leading Change For Results* and *Building Organizational Capability* workshops, our powerful *Executive Assessment, Development and Coaching Process* and our *Leadership Development Assessment and Strategy* service in order to build a complete, integrated leadership development system.

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WORKS** INC