

LEADERSHIP DEVELOPMENT



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Trudy*

People have great intentions when they leave a training seminar to make changes. They get back to their fast-paced world of competing demands and those intentions are soon forgotten. It's a combination of reality and human nature.

Evolution:

I noticed a theme emerge in feedback from participants in several custom-designed, one to three day seminars. Consistently, they voiced their appreciation for the opportunity to connect with their peers, talk about the common issues, and explore solutions. They said it was in the connection and the dialogue where they received the highest value for themselves, personally and for their organization. Recognizing this pattern, I started to dedicate more time to facilitate meaningful dialogue in custom-designed workshops.

Meaningful Dialogue:

"Meaningful Dialogue" is a frank conversation about the tough issues. This enables leadership to confront the gap between behaviors and intentions to solve their own problems, reveal best ideas, increase action, improve buy-in and advance results. This is the process of leadership development.

The Challenge:

It's not a one-time event and the perceived risk is higher. It is an ongoing dialogue to confront what erodes execution and accountability throughout the organization. It requires leaders to call out unfulfilled commitments and examine the conversations that leave things unsaid, are unclear and don't achieve their purpose.

The Result:

Stronger leaders **consistently** performing at higher levels with improved results, coupled with increased personal satisfaction in work and authenticity within their relationships.



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