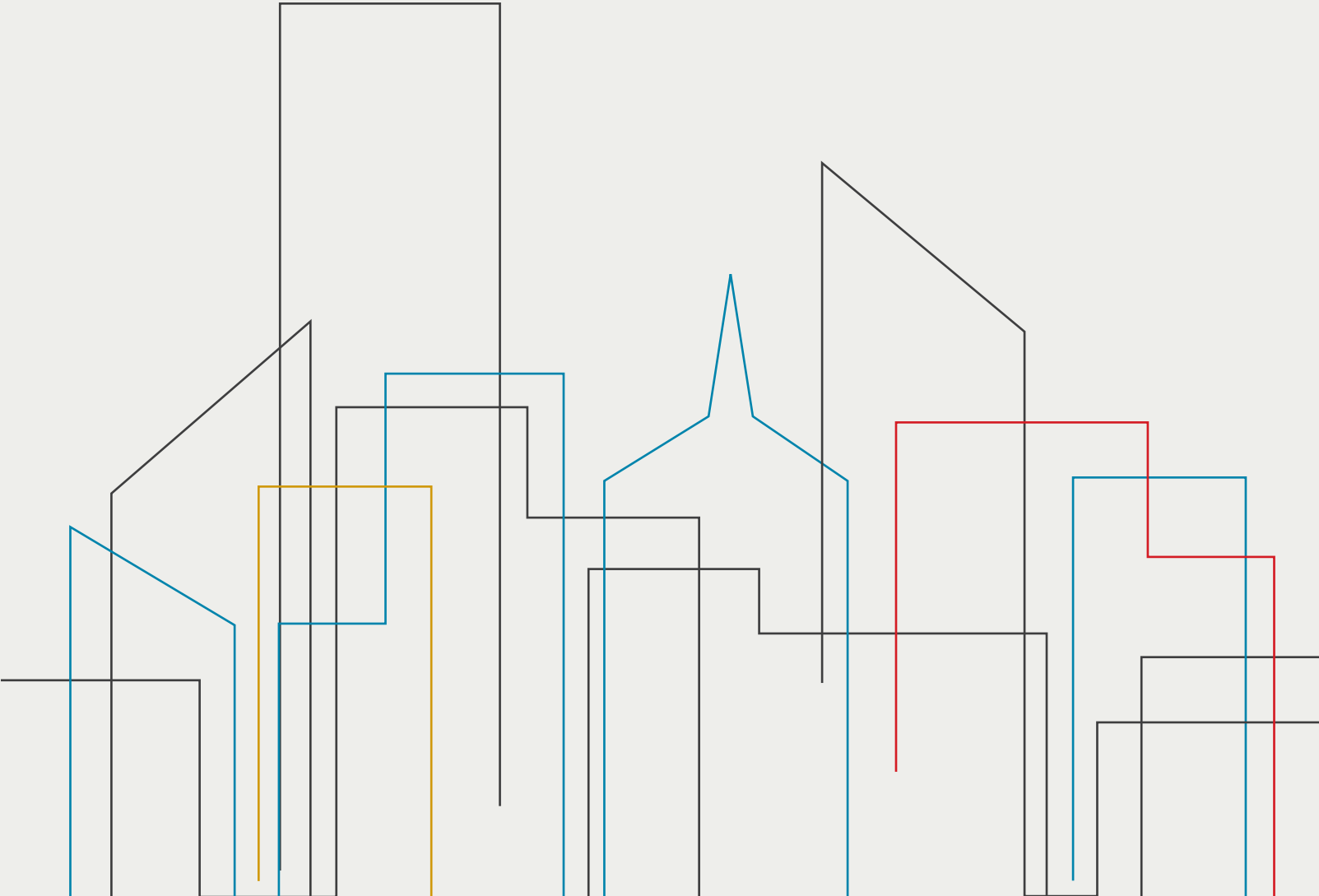


The **RBL** Group

# LEADERSHIP CODE

DEVELOPMENT OFFERINGS



# LEADERSHIP DEVELOPMENT

We offer a variety of learning experiences designed to build skill, performance, and self-awareness in leaders. We have workshops designed for leaders and potential leaders at all levels of the organization, including the senior executive team. Each workshop focuses on teaching ideas that will impact your leaders' personal effectiveness and ability to deliver results.

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## Top Companies for Leaders Research Overview



### Requirements

Half- or full-day workshops that include:

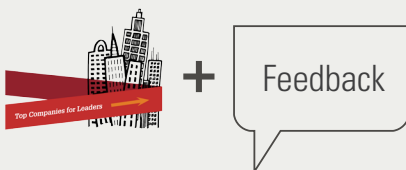
- Business context for leadership development
- Review of Top Companies research findings
- Organizational strengths and developmental priorities (optional Leadership Brand Audit)
- Action plan for improvement

### Considerations

- Facilitated by an individual with a strong knowledge of the Top Companies for Leaders research; The RBL Group will facilitate, provide coaching, or train internal staff
- Workshop designed to be highly participative and engaging
- Discretionary group size; groups as small as a team, as large as 100 people

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## Top Companies for Leaders Research Overview and Feedback Workshop



### Requirements

Half-or full-day workshop with similar agenda to the Top Companies Research overview

Leadership Code feedback:

- Self-assessment or 360 feedback
- Feedback review their feedback
- Overview of group ratings
- Specific individual development plans

### Considerations

- Highly participative and engaging
- Requires pre-planning for self-assessment or 360 feedback (manage feedback requests to avoid feedback fatigue; three to four weeks for collection of feedback using The RBL Group's survey feedback system)
- Can be part of a customized executive strategy setting session
- Delivered by The RBL Group faculty or faculty trained by The RBL Group
- Delivered onsite in the organization

## Leadership Code Workshops



### Requirements

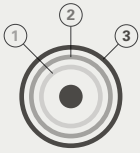
One- or two-day skill-building workshops; each workshop focused on one or more of the five Leadership Code competencies of Strategist, Executor, Talent Manager, Human Capital Developer, and Personal Proficiency

- Uses a variety of learning methods including assessments, cases, videos, simulations, etc.
- Teaches theory but focus on application through tools and practice

### Considerations

- Can be customized to the specific needs of the organization
- Appropriate for leaders at all levels of the organization
- Delivered by The RBL Group faculty or internal faculty trained by The RBL Group
- Delivered onsite in the organization

## Individual Leader Competency Assessments



### Requirements

The Leadership Code self- and multi-rater assessment to evaluate your leaders in the five fundamental domains of leadership:

- Strategist
- Executor
- Talent Manager
- Human Capital Developer
- Personal Proficiency

### Considerations

- Pre-planning for self-assessment or 360 feedback (manage feedback requests to avoid feedback fatigue; three to four weeks for collection of feedback using The RBL Group's survey feedback system)
- Delivered by The RBL Group faculty
- Delivered onsite in the organization

## Leadership Code 360 Feedback Workshop

# 360

### Requirements

Half- or full-day workshop

- Leadership Code feedback (self-assessment or 360)
- Participants review feedback
- Overview of group ratings
- Specific individual development plans.

### Considerations

- Highly participative and engaging
- Requires pre-planning for self-assessment or 360 feedback (manage feedback requests to avoid feedback fatigue; three to four weeks for collection of feedback using The RBL Group's survey feedback system)
- Delivered by The RBL Group faculty or faculty trained by The RBL Group
- Delivered onsite in the organization



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## Organizational Capabilities Workshops



### Requirements

One- or two-day skill-building workshops focused on one or more of the twelve organizational capabilities

- Uses a variety of learning methods including assessments, cases, videos, simulations, etc.
- Teaches theory but focus on application through tools and practice

### Considerations

- Can be customized to the specific needs of the organization.
- Appropriate for leaders at all levels of the organization
- Delivered by The RBL Group faculty or internal faculty trained by The RBL Group
- Delivered onsite in the organization

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## Leadership Academy



### Requirements

An integrated leadership development experience; incorporates:

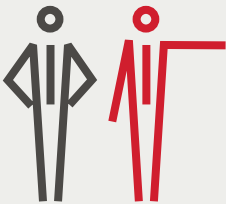
- Leadership assessments, feedback, and development planning
- Three to five, three-day learning modules that include skill building, casework, and simulations
- Regular coaching and development support
- Action learning projects that deliver measurable business value
- Follow up and measurement

### Considerations

- Provides in-depth skill building and development support
- Can be customized to meet organization's unique needs: has the greatest impact when it includes the active participation of senior executives
- Appropriate for leaders at all levels: executives, senior managers, middle managers, and high-potentials
- Delivered by The RBL Group faculty
- Delivered onsite in the organization

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## Coaching



### Requirements

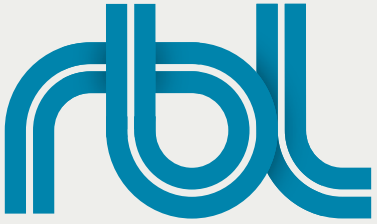
For anyone who wants to change their behavior and get better results

- Adds the most value when an employee takes a 360 assessment, starts work in a new position, and/or participates in a leadership development program
- Effective way to create better leaders
- Creates accountability
- Gives needed support to improve

### Considerations

- Begins with assessments that establish a baseline and identify strengths and weaknesses
- Can include 360 assessments, MENTOR® Leadership Battery, and stakeholder interviews
- One-on-one sessions then help leaders grow through on-the-job experiences, educational programs, and outside-of-work activities





The **RBL** Group