

# QUICK TIPS

## *Leadership Development*

Training is the most effective process for acquiring the knowledge, skills and abilities required to perform a task or job properly and safely. The training may be technical in nature or it may focus on interpersonal or behavioural characteristics. *Leadership Development* incorporates all three of these attributes.

What, then, are the expectations that one might reasonably anticipate from investing time and money to support and promote *Leadership Development* in your organization?

I am privileged to have had the opportunity to work with a number of organizations in helping them to develop their leadership capability and capacity. Here are some guiding principles and the highlights of lessons learned.

- ◆ *Leadership Development* is not an event. Rather, it forms the core platform of an organization's culture.
- ◆ A long-term commitment to *Leadership Development* needs to be planned, resourced and communicated.
- ◆ *Leadership Development* sessions need to be scheduled on a regular basis, usually monthly.
- ◆ Participation in a *Leadership Development* initiative should not be optional.
- ◆ A critical mass needs to be established in a *Leadership Development* initiative.
- ◆ *Leadership Development* should be extended beyond Managers to include Supervisors and Team Leaders.
- ◆ *Leadership Development* should be highly-interactive, by combining exercises and case studies with curricula.
- ◆ *Leadership Development* should have a personalized component, including individual diagnostic assessments.
- ◆ *Leadership Development* should stretch the participants' thinking, by introducing and exploring different models, paradigms and ideas.
- ◆ A *Leadership Development* initiative requires sufficient time to build trust and genuine openness amongst the participants.
- ◆ *Leadership Development* should be designed deliberately to foster inter-departmental co-operation.
- ◆ *Leadership Development* should evolve to incorporate collaborative problem-solving of business issues.



Over the long-term, organizations that commit to *Leadership Development* will experience and enjoy the following benefits:

- ◆ Managers, Supervisors and Team Leaders who demonstrate more competence, confidence and effectiveness.
- ◆ A more professional leadership team.
- ◆ A more authentic, vibrant and harmonious leadership team.
- ◆ A more diversified and flexible leadership team.
- ◆ A leadership team that shares common objectives and vocabulary.
- ◆ A leadership team focused on solving business issues.
- ◆ A leadership team that can drive the organization to ever-higher performance and successful competition.
- ◆ A leadership team that is actively committed to developing the organization's employees.
- ◆ A Leadership Team that nurtures a culture which encourages the unleashing of discretionary effort.
- ◆ A leadership team that promotes employee health, by reducing the level of stress within the organization.

Now is the time for your organization to seriously consider implementing a *Leadership Development* initiative, in order to achieve greater success today and realize a more optimistic future.

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