

Leadership Development Plan Process

Leadership Development Process:

1. Introductory Meeting (Individual Session – 1 hour via Go-to-Meeting)
 - a. Introductions
 - b. Tell your story
 - c. Review outline to ensure process clarity
2. Leader takes behavioral assessments in 4 behavioral sciences and completes a development questionnaire:
 - a. DISC (Behavioral Style) – How a person works/leads
 - b. Workplace Motivators/Driving Forces – Why a person works/leads
 - c. Soft Skills Indicator – The soft skills to work together to get things done.
 - d. Emotional Intelligence
3. SM Advisors will send assessment results to Leader
4. Meeting #2 (2 hours via Go-to-Meeting with Group)
 - a. Behavioral science training to understand assessment results
5. Meeting #3 (Individual Coaching Session – 3 hours)
 - a. Review completed questionnaire and define leadership development priorities:
 - i. Increase Self-Awareness
 - ii. Techniques to manage and leverage your behavioral style
 - iii. Hard and Soft Skill Development Priorities
 - iv. Communication Plan
6. SM Advisors creates first draft of your Development Plan
7. Meeting #4 (Individual Coaching Session)
 - a. Review Development Plan in detail
 - b. Develop action plans and timetable to finalize and implement development plan
 - c. Discuss Accountability Partner and handoff
 - d. Develop measurements to monitor growth

Leader Will Experience:

- A focused leadership development plan to enhance professional and personal performance.
- Understand, own and leverage your natural behavioral style to be an effective leader in aspects of your life.
- Develop a communication plan to enhance communication with your team and colleagues.
- Plan will include hard skill and soft skill development.
- A plan to achieve your professional and personal goals and vision – live the life you want.
- Become a Shepherd of the Talent around you.
- Develop a plan execution review program to ensure the development plan is implemented.



TO REGISTER

**For more information or to
reserve your spot please call
Cindy at (920) 884-8842 ext. 3 or
email cindyL@smadvisors.com**



Leadership Development Plan Investment Schedule:

Total investment per person = \$2,950.00

- First investment (50%) when registering to reserve a spot = \$1,475.00
- Second investment invoiced after Meeting #3 = \$1,475.00
- Investment includes emails and phone calls as needed.
- Any additional coaching sessions required will be discussed in advance.
- All individual coaching sessions will be held at SM Advisors in Green Bay, WI