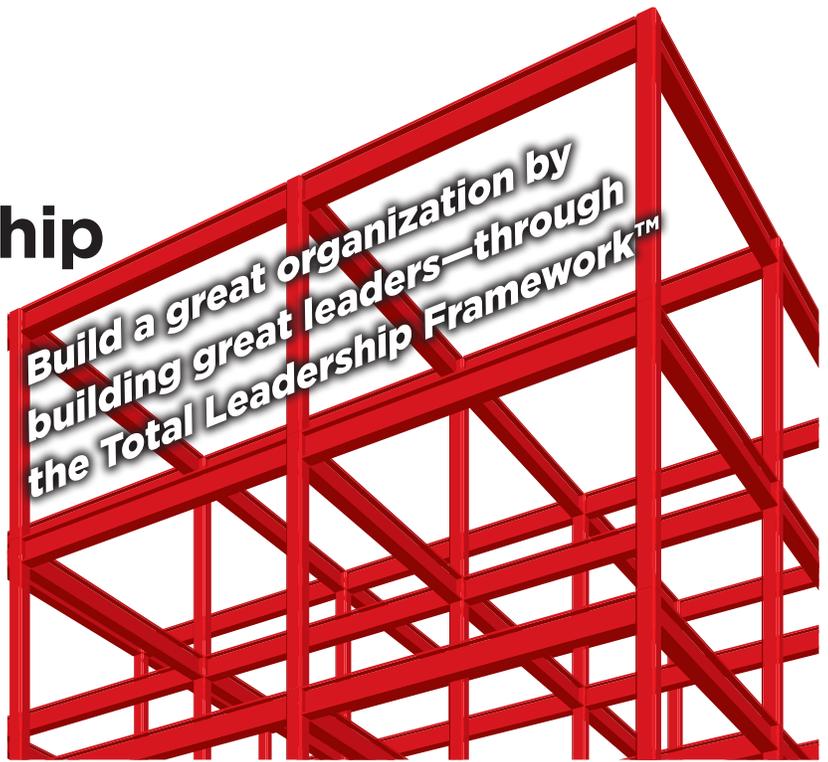


Bringing The Total Leadership Framework™ to Your Organization



A Unique Approach to Developing Leaders—The Key to Your Growth and Competitive Advantage

Transform Your Organization through the Total Leadership Framework™

Through the LDI Total Leadership Framework™ (TLF), your leaders will learn ...

- What kind of leadership their current role requires
- How their leadership changes as their responsibilities increase
- How to negotiate promotions without derailing
- How to focus on what really matters in their leadership
- How to tell if it's a people-performance or operational-performance problem
- How to develop the people they lead

- How to teach others this dynamic approach to leadership.

And for them personally:

- How to get their time back
- How to make better decisions
- How to take ownership for their own growth as a leader
- How to make sense of all the confusion around leadership
- How to avoid the pitfalls of derailment

Who is this for in your organization?

The LDI Total Leadership Framework™ impacts every

level of the organization. We recommend this sequence:

- Start with the executive leaders' team and their direct reports. Then prioritize the next options:
- Mid-level leaders
- Certain critical business functions
- Up-and-coming and high-potential leaders

We also support your HR/Talent/L&D professionals in taking the TLF deeper into your organization.

Contact us to discuss which option fits your organization's needs: info@leaderdevelopmentinc.com or 803-748-1005.

Three Components—Four Delivery Options	Option 1	Option 2	Option 3	Option 4
A. Ten-week live virtual course —ten weekly sessions, 90-120 minutes each	✓	✓	✓	✓
B. Key selected assessment instruments for each participant, with an individual debrief on each instrument		✓		✓
C. Onsite/offsite live sessions with a focus on experiential learning through targeted leadership exercises			✓	✓

A. The Ten-Week Live Virtual Course

Through the TLF Live Virtual Course, your participant will:

- ▶ Experience a deep immersion in the Total Leadership Framework™ that will transform their leadership experience
- ▶ Identify key areas of personal development by completing the LDI Leadership Self-Assessment at the beginning of the course
- ▶ Develop a personal action plan with clear learning goals to create accountability
- ▶ Process their learning as a member of a cohort
- ▶ Reinforce the content with a weekly Resource Guide, rich with detailed content, as well as other additional resources
- ▶ Have 12-month access to the TLF self-paced online course (thirteen videos 15 to 20 minutes each)
- ▶ Receive the Total Leadership Framework™ Level One Course Completion Certificate.

“The content was clear, with good illustrations and guided exercises—that was first-class. The interactions with others I found really helpful—people were honest! The practical application of principles to our own lives I also found really helpful. Brilliant, I thought, the whole thing—excellent!”

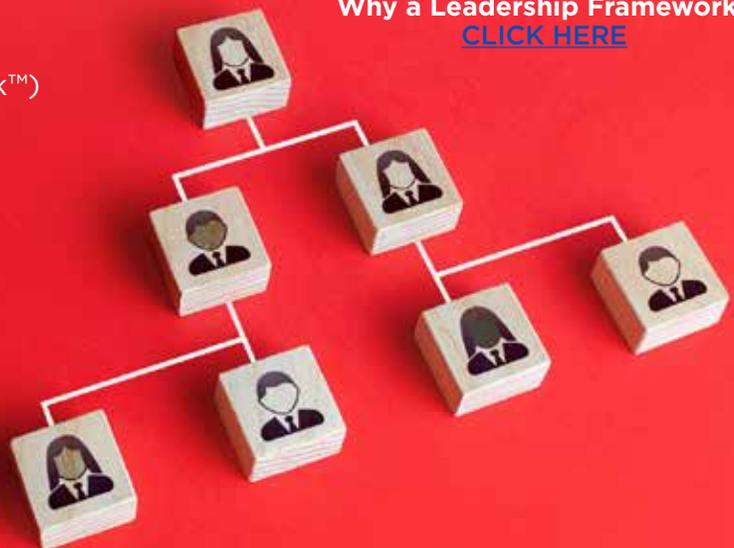
J. Mulholland, Founder and Principal Energy Consultancy

“Most helpful is the simplification of what you’ve done—you haven’t made it any easier; you’ve just simplified it ... because leadership is very complex, and yet you’ve taken the complexity out of it and made it simpler and made it far less intimidating. And it’s also easily transferable to our teams and the people we get to work with.” *B. Knott, VP of Development*

Why the Total Leadership Framework™?

Leadership is complex and confusing; we have eliminated that confusion and made it understandable, accessible, practical and applicable. For many, the Total Leadership Framework™ has been life changing.

The TLF (the Total Leadership Framework™) is a unique approach to leadership that helps leaders understand what kind of leadership they need to exercise in their particular role. We developed the TLF twenty years ago, and since then, we have seen its transformational impact on countless organizations, providing a common understanding, a common language, and a common approach to building great leadership at every level of the organization.



To learn more about the Total Leadership Framework™, watch these two short videos:

How are we different?
[CLICK HERE](#)

Why a Leadership Framework?
[CLICK HERE](#)

“There are so many issues in leadership, and you’ve built the Framework around showing cause and effect. It’s been a real revelation to me from a number of different angles. Really appreciate it.”
J. Krewatch, CEO



The ten-week live virtual course gives your leaders clarity, confidence, and competence. They will ...

For clarity:

- ▶ Get the big picture of leadership and understand how the pieces of leadership fit together
- ▶ Stop the confusion around leadership
- ▶ Distinguish truth from myth
- ▶ Know which books/courses/videos to read/attend/watch ... and which ones not to
- ▶ Understand why their leadership matters and the difference they can make

For confidence:

- ▶ Know what to do as a leader in their particular role
- ▶ Know what to focus on through the LDI Leadership Self-Assessment
- ▶ Regain control of their time

For competence:

- ▶ Discover the LDI Leadership Cube™—a unique and simple way to understand what their role really requires
- ▶ Learn what it really takes to clarify direction—whatever the level of their leadership role
- ▶ Discover the key sources of misalignment and how to address them
- ▶ Apply the key tools of systems thinking to execute with a relentless pursuit of excellence



- ▶ Know how to select the right people and match their talent to the organization's needs and goals
- ▶ Learn the two critical ingredients of successful delegation
- ▶ Learn the three Ps of developing people and apply the Development Cycle
- ▶ Apply the five key elements of successful motivation
- ▶ Learn the key qualities of character in leadership—and how to apply them
- ▶ Avoid the pitfalls of a role transition or promotion
- ▶ Craft a meaningful ongoing action plan
- ▶ Know what they need to focus on for their own growth as a leader

“I’m still a first-grade teacher at heart ... one of the great strengths of this course is the variety of engagement strategies that you use. The stories you tell are very engaging, the use of polls and the demonstrations were always engaging and broke up the conversation.

The use of guided notes and something we can fill in and interact with activates a different part of the brain—that’s smart as well.

The time went very quickly because of the variety of the engagement strategies.”

Dr. D. Twist, VP Human Capital

“Leadership is obviously complex, but the Cube resonates with me and I can really relate to it. Things just clicked in my brain seeing the Cube, and also the pyramid on the character side, with the building blocks and how they work. And the visualizations and demonstrations that you did really help that stuff sink in, so that it’s not just concepts.”

J. Scarafiotti, VP Business Solutions

B. The Assessments Option

Key Self-Awareness Instruments

The Highlands Natural Ability Battery™ (NAB)

Based on actual exercises (not self-scoring), the NAB uncovers our natural abilities and innate aptitudes that shape the way we take in information, how we retain it, how we process it and solve problems, and how we express it. This information is critical in helping leaders see where they disconnect with the people they lead.

The Myers-Briggs Type Inventory™ (MBTI)

Identifies a leader's preferences in terms of how they draw energy, how they look at the world around them, how they make decisions, and what kind of work environment best suits them (self-scoring). We use the most complete version of the MBTI, which includes the subscales for the four main scales. This assessment not only uncovers your driving preferences and how they impact your key relationships, but also helps you see what environments are most suited to those preferences.



LDI 360 Leadership Feedback Survey

Based on the Total Leadership Framework™, each participant chooses 12 to 18 raters from among peers, managers, direct reports, and customers (internal or external). These raters provide anonymous feedback which is collated into a full report, along with a practical tool on setting achievable goals based on the 360 results. This assessment helps uncover our blind spots and reveals or confirms areas of strength. It also helps us understand the perceptions we create as leaders—which are often surprising to us.

Why these three?

These assessments complement each other to create an in-depth overview of how each participant is wired:

- The NAB focuses on innate abilities
- The MBTI on preferences
- The LDI 360 on perceptions they create as leaders.

- Each tool is completed online.
- Each tool is individually debriefed with an LDI coach.

The best leaders use self-assessment instruments to:

- ▶ Uncover strengths and weaknesses
- ▶ Identify goals for growth and improvement
- ▶ Provide a baseline to benchmark progress
- ▶ Expose pitfalls and derailers
- ▶ Create a great place to work.

Want a snapshot of your culture?

An LDI Culture Map for your team or organization can be created using the results of the LDI 360 Leadership Feedback Survey—a valuable tool in shaping or reshaping your culture.



C. The Live Leadership Experience Option

To reinforce the principles of the Total Leadership Framework™ learned through the live virtual course, we offer leadership learning experiences either onsite at your location or at an offsite location near you, or using our equipment in Columbia, South Carolina.

Set-up Options:

- Three one-day events (kick-off, mid-point, and conclusion)
- Or two consecutive days at the midpoint.

Focus:

- Giving participants an opportunity to lead a team through an exercise and receive the feedback from the experience in a safe environment
- Applying the TLF to challenges that mimic the challenges the participants are facing
- Creating a team-bonding experience that reinforces the leadership learning and teamwork
- Helping participants learn to give feedback in a constructive and helpful way

Your Investment

For the TLF live virtual course: **\$1,197/leader** (calculated on minimum of ten participants)

To add the assessment instruments and the live leadership experience, please contact us so we can tailor the program to your needs.



**TO EMPOWER YOUR LEADERS
TO BE YOUR REAL COMPETITIVE
ADVANTAGE, CALL US TODAY**

(803) 748-1005

To learn more about the Total Leadership Framework™, watch these two short videos:

How are we different?
[CLICK HERE](#)

Why a Leadership Framework?
[CLICK HERE](#)



Why Leadership Development, Inc.?

LDI (Leader Development Inc.) is dedicated to two incredibly important things:

- 1. Helping you build your career, and**
- 2. Equipping you to contribute to the transformation and growth of your organization.**

Great careers are built on great leadership. The Total Leadership Framework™ is not just about your current role—it's also about your whole career. As you get promoted and your responsibilities increase, the kind of leadership you need to exercise changes, and with the TLF, you will know what kind of leadership your new role requires ... and that's how you'll avoid promotions becoming derailers.

Great organizations are built by great leaders. The success of an organization depends on the quality of its leaders. The Total Leadership Framework™ helps senior leaders and Talent/HR professionals understand how to develop the kind of leaders they need throughout the organization.

What Participants Are Saying

"I liked how you talked about this as a Framework, and not 'This is how you do leadership'—because there are so many ways and so many things you can take from leadership books and leadership theories ... but they all fall into the Framework, and there are pieces that you can grab.

And that helps me as I read and grow—there are thousands of books on leadership, and the fact that you can tie them to different pieces of the Framework ... that's really good! That was really brilliant."

J. Scarafiotti, VP Business Solutions

"I appreciate particularly the ability to relate the content to my organization. I was continually going, "Well, we don't do that ..." Mostly what we don't do vs. what we do! Also, the ability to relate it to my own development. The Framework is really good. "

J. Pierce, COO

"The structure is really good—the way CAS, POM and SEM are laid out rang true with me. It would be beneficial for my direct reports to have an understanding of that. And then I like the collaborative way the course is presented, and the interaction with the other members of the course. "

D. Cox, VP of Safety

"What has really helped me is remembering ... the Framework itself, because so often when you're approaching work every day, things can feel emotional, or things can feel like they're falling off the rails. But when you're applying it back to the Framework, that's more future thinking and solution-oriented and what's possible, versus getting so stuck in what's happening in the moment. So the Framework helps you step outside of what is happening to truly assess and figure out what you want to do differently, versus just regurgitating what's happening in the moment. So I find it really helpful to have the Framework."

G. Styles, VP, HR & Talent Development

"In Session One, in the True/False statements of what leadership is, I had the highest number wrong ... so I've grown in that respect! But it's the simplicity of knowing the Cube and knowing where everything falls that helps me understand what leadership really is, and what it isn't, versus what I had perceived before—because I obviously had a lot of what I was perceiving wrong. This has helped me a lot."

S. Brown, Mentoring Director

"I find it really helpful to have the Framework ... figuring out what's the current state, then understanding what's possible, what do we want to get to, and then how do we get there."

G. Styles, VP, HR & Talent Development

Ask us about our leadership programs tailored to the needs of your organization—virtual, onsite or a combination.

