



Leadership Development Institutes

Purpose Provide leaders with the fundamental skills necessary to lead and manage people effectively.

Results Participants will have the opportunity to:

- Describe and identify preferred behavioral and leadership styles.
- Learn to utilize these styles to better understand employees and themselves.
- Understand their personal strengths as leaders as well as potential areas of improvement.
- Lead teams and make decisions more effectively.
- Gain skills in coaching direct reports for improved performance.
- Respond more flexibly to change and conflict situations.
- Identify personal leadership objectives and determine the best strategies to achieve them.
- Give and receive on-going support to and from other organizational leaders.

Methods The Leadership Institute is an experiential* leadership training program which often includes risk-taking or problem-solving activities. Material is presented through a series of action-based learning activities, helping students to more deeply assimilate the knowledge gained.

Facilitators offer debriefing sessions and coaching throughout the program, providing additional opportunities to relate learning experiences to the actual work environment. The process may include the following:

Included:

- ✓ Pre-assessment work
- ✓ Two to five-day facilitated program and follow-up work
- ✓ Simulations and case studies
- ✓ One-day follow-up with repeat 360 degree and feedback
- ✓ Leadership Development plan
- ✓ Follow up coaching at three, six and nine month intervals.

Attendees Leaders of any kind in the organization are invited to attend: team leaders, group leaders, project leaders, supervisors, managers and future leaders of the organization.

**Research has proven that the results of learning-by-doing have a greater and longer-lasting impact in adults than instruction-only methods.*

*To learn more and have a customized schedule made for you; please contact
The Browne Center at 800-349-1925 and ask for Corporate Training*