

## Why and When

### Organisations benefit from our leadership development initiatives when;

- Management wants to determine the leadership potential of participants
- Participants need preparation for their first leadership role
- Participants have to improve their leadership skills
- Participants need preparation for the next level
- Participants have been identified as future successors
- Participants move into more challenging roles
- The organisation wishes to improve leadership in the organisation
- Management wishes to see a culture change in the organisation
- The organisation needs better performance from its people
- The organisation wants to retain and engage its valuable employees

[Contact us](#) for the solution that meets your unique requirements, budget and time constraints.

## How

As Industrial Psychologists with executive management experience we specialise in the development of managers who have to lead others at the operational level in the organisation. We follow best practice interventions as highlighted in Wikipedia below;

Traditionally, leadership development has focused on developing the leadership abilities and attitudes of individuals.

Just as people are not all born with the ability or desire to play football like Lionel Messi or to perform on stage like Madonna, people are not all born with the ability to lead. Different personal traits and characteristics can help or hinder a person's leadership effectiveness and require formalized programs for developing leadership competencies.

Classroom-style training and associated reading is effective in helping leaders to know more about what is involved in leading well. However, knowing what to do and doing what one knows are two very different outcomes. It is estimated that as little as 15% of learning from traditional classroom-style training results in sustained behavioural change within workplaces.

The success of leadership development efforts has been linked to three variables:

1. individual learner characteristics
2. the quality and nature of the leadership development program
3. genuine support for behavioral change from the leader's supervisor

Some organisations go to great lengths to accept only candidates who show the highest potential to lead well. Personal characteristics that are associated with successful leadership development include leader motivation to learn, a high achievement drive and personality traits such as openness to experience, an internal focus of control, and self-monitoring.

Development is also more likely to occur when the design of the development program:

- Integrates a range of developmental experiences over a set period of time (e.g. 6–12 months). These experiences may include 360 degree feedback, experiential classroom style programs, business school style coursework, coaching, reflective journaling, mentoring and more.
- Involves goal-setting, following an assessment of key developmental needs and then an evaluation of the achievement of goals after a given time period

Among key concepts in leadership development one may find:

**Experiential Learning:** positioning the individual in the focus of the learning process, going through the four stages of experiential learning as formulated by David A. Kolb:

1. Concrete experience
2. Observation and reflection
3. Forming abstract concept
4. testing in new situations.

- **Self efficacy:** the right training and coaching should bring about 'Self efficacy' in the trainee, as Albert Bandura formulated: a person's belief about his capabilities to produce effects
- **Visioning:** Developing the ability to formulate a clear image of the aspired future of an organization unit.
- **Attitude:** attitude plays a major role in being a leader, as explained by Singapore-based leadership-trainer Shiv Khera

A good personal leadership development program should enable one to develop a plan that helps one gain essential leadership skills required for roles across a wide spectrum.