

EXECUTIVE LEADERSHIP DEVELOPMENT EXPERIENCE

ACCELERATE YOUR LEADERSHIP SUCCESS

In the wise words of ancient Greek philosopher Heraclitus, change is the only constant in life. And nowhere is that more evident than in a dynamic organization like yours where personnel or strategic direction may change due to a wide variety of internal and external factors.

When change points your company in a new direction, it's the perfect time to look at it with fresh eyes to make sure you're well-positioned for future success. Maybe your business needs to develop and execute a change in your strategic direction - and implement it rapidly. Maybe you don't have the right - and properly trained - executives in place to take your company where it needs to be. Or maybe your company needs a crisp re-focus in your overall organizational management approach.

Whatever your scenario, Impact Washington can help - with an Executive Leadership Experience that supports high velocity organizational change.

STRENGTHEN MANAGEMENT INSIGHT AND INTERPERSONAL SKILLS TO RAPIDLY BUILD EFFECTIVE TEAMS AND SUCCESSFULLY NAVIGATE CHALLENGES

Developing and participating in a thoughtful, strategic leadership development program will let your executives develop the skills and knowledge base they need to move up within your organization and prosper in their career.

GENERATE AND SUSTAIN HIGH-VELOCITY IMPROVEMENT AND CHANGE

Because each organization is unique, we create a customized leadership development process that addresses your specific business needs while reflecting your company vision and culture. Our model is based on four distinct phases and is extremely flexible, so we can partner with you at any stage and incorporate elements from your own coaching and leadership development program.

EXECUTIVE LEADERSHIP DEVELOPMENT PHASES

1 DIRECTION:

We start by working with your senior executive team to develop or clarify your company's core strategy for winning in your marketplace. This involves creating a one-page narrative of where the company is three to five years out, looking back. This narrative message is the "what" of leadership and each executive will own this personally. An Impact Washington consultant will help you hone your narrative through challenging dialogue and writing support.

OUTCOME:

Your senior executive team will gain a clear vision of your target state, which they can then share with your entire organization.

2 STRATEGY:

Typically, this involves a two-day facilitated retreat with your executive team where you walk them through the narrative and the thinking behind it. The team will then, as a group, identify strategic projects to implement your collaborative vision. By working closely together, both you and your team will own the “how.”

OUTCOME:

Your executive team will become aligned around - and committed to executing - the clearly defined strategic projects that will help your business achieve its goals.

3 DEVELOPMENT:

In this facilitated leadership training retreat, your executive team together will present both the narrative and the strategic projects. As a group, the larger team (executives, managers and key contributors) will become aligned around the organization’s target state and will receive training on the key skills needed to implement the strategy for achieving it.

OUTCOME:

The broader leadership team will become invested in, and dedicated to, your company’s future success, and will gain practical skills in managing your organization toward that target state.

4 MANAGEMENT:

Based on what emerges from the three preceding steps, your organization will receive practical tools, disciplines and procedures to manage your company on a daily basis and accelerate it toward its target state. These might include problem-solving skills, better communication methods, meeting management, and any other processes that can maximize employee performance and business results. Coaching and support will be available in areas where you need extra assistance, including the day-to-day skills you’ll need to implement the steps above.

OUTCOME:

Your company will be strategic, efficient and aligned around a common vision, with the necessary skillsets and practices in place to achieve your objective. This open, dynamic and progress-centric approach will set a positive tone for your work environment and foster the growth and development of your future leaders.

Change is good! Call Impact Washington’s Organizational Development Advisors today to help you develop the motivated, empowered executive team you need to drive your business forward.