



ILDP

Integrated Leadership
Development Program



The Integrated Leadership Development Program (ILDP) from CPS HR Consulting is a unique multi-component approach to leadership development, providing the participant with opportunities for assessment and feedback, reflection, coaching and skill development.

The ILDP is designed around a clear set of leadership competencies that act as the common thread through each of the components. With the leader as the focal point, the program provides three distinct development opportunities.

360° Assessment

Beginning the program with this powerful tool, participants rate their own skills and behaviors and gain meaningful feedback about how others perceive those skills and behaviors. Feedback comes from co-workers at all levels (and customers/clients if applicable.) The results serve as a baseline for the remainder of the program.

Coaching

Throughout the program, one-on-one personal coaches help the participant develop selected areas of focus. The program includes three coaching sessions: one immediately following the 360° Assessment, one midway through classroom training and one at the completion of training. Additional coaching sessions are available upon request.

Training

Participants complete a highly interactive 6-day training program titled Leading Strategically. This classroom-based training integrates leadership theories and practices within five topic areas relating to the competencies. The topics are Leading Self, Leading People, Leading Change, Leading Performance and Leading Systems.

Integrating assessment, coaching and training into one cohesive program, the ILDP provides participants with comprehensive, consistent and focused leadership development.



The ILDP helps participants adapt and thrive in the face of change with practical techniques and strategies they can apply immediately for improved organizational performance.

The ideal candidate for this program is anyone in a leadership position by title or function, especially those responsible for:

- Strategic planning and policy setting
- Managing large-scale projects or programs
- Setting direction for the organization, projects and teams

TRAINING OVERVIEW

SESSION 1 (1.5 DAYS)

Introduction

During this half-day introduction, participants learn about the program, its components and its desired outcomes. Day one also establishes a safe, positive learning environment designed to foster a cohesive learning group. Participants create action plans to plot their journey through the leadership program.

Leading Self

Returning for a full day, participants learn how one's self, values and personal leadership style affect performance. Leading Self teaches how to inspire others through the effective use of introspection, influence and motivation.

SESSION 2 (1 DAY)

Leading People

Today's leaders achieve extraordinary organizational performance by fostering collaboration. Leading People helps participants understand the value of shared leadership and empowering those they lead.

SESSION 3 (1 DAY)

Leading Change

In Leading Change, participants discover solutions for initiating and managing organizational change and growth. They explore the dynamics of constant change in the workplace and develop strategies to help their organizations embrace change and foster innovation.

SESSION 4 (1 DAY)

Leading Performance

In Leading Performance, participants explore tools for diagnosing and supporting progress toward their organization's strategic goals, one of the keys to effective leadership in today's increasingly leaner, competitive and fast-paced business environment.

SESSION 5 (1.5 DAYS)

Leading Systems

In Leading Systems, participants learn the importance of taking a holistic view of their organizations for better problem-solving and decision-making. This one-day lesson demonstrates how components within a system interact and the implications of those relationships.

Program Capstone Activity and Graduation

The final half-day of training includes individual and group activities designed to reinforce participants' learning and retention. Exercises focus on innovative and creative ways to apply key learnings, theories and practices to improve performance in each participant's organization. The program concludes with a celebratory and networking luncheon.



For more information about the Integrated Leadership Development Program from CPS HR Consulting, please contact us at [1.800.822.4277](tel:1.800.822.4277).

ABOUT CPS HR CONSULTING

CPS HR Consulting is a self-supporting public agency providing a full range of integrated HR solutions to government and nonprofit clients across the country.

Our strategic approach to increasing the effectiveness of human resources results in improved organizational performance for our clients. We have a deep expertise and unmatched perspective in guiding our clients in the areas of organizational strategy, recruitment and selection, classification and compensation, and training and development.