



Shared Leadership Development Program (SLDP)



Goals / Benefits

- Develop skills to manage change effectively.
- Develop global leadership skills for leading virtually and face-to-face across matrix, functional, cultural and geographic borders.
- Learn and embrace authentic shared leadership behaviors.
- Identify innovative solutions to real business challenges that create earnings or savings.
- Capture best practices and build a leadership network across the organization.

Investing in existing and new leaders engenders business resilience and sustainability

In the new economy, challenging forces such as intense competition, market volatility and political uncertainty require organizations to undergo substantial behavioral change. New leadership competencies, skills, mindsets and behaviors are needed to lead the change process. LIM's Shared Leadership Development Program guides managers as they learn and apply key critical thinking, reflection and action tools into everyday business activities, and practice new leadership behaviors in a safe, yet real business scenario where they are **Earning While Learning**.

Develop proactive change leaders across our company?

Devise a global strategy that is sensitive to regional and cultural issues?

Learn as an organization while solving strategic issues?

Manage the complexity of becoming a global enterprise?

Types of business issues of LIM's leadership development program

An integral part of the program is providing opportunities for participants to obtain feedback on new skills and behaviors that produce both individual and organizational change. The program creates leaders with the mindset necessary to break down divisional walls and inspire colleagues to drive results.

LIM's Shared Leadership Development Program is co-designed for each client:

- Real problem serves as the vehicle for learning;
- Participants work in small, cross-discipline teams;
- Teams meet at regular intervals over an extended period of time;
- Participants receive support from a LIM Certified Shared Leadership Coach and from their peer group to develop a personal yet effective style of management and shared leadership.

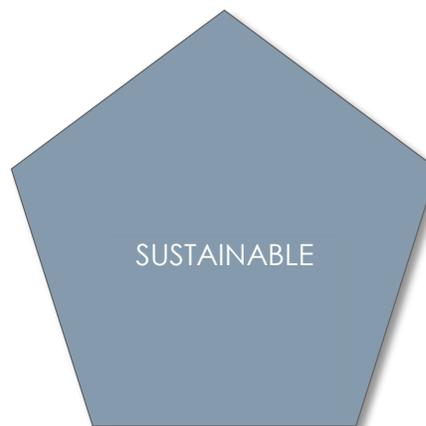
Leaders explore desired outcomes in Six dimensions

- TEAM**
- Develop high performing team skills
 - Apply shared leadership concepts

- PERSONAL**
- Increase self-awareness & purpose
 - Identify personal strengths and developmental areas

Pentagon Plus Outcome Model

- BUSINESS**
- Address prime business challenges
 - Solve personal business challenges



- SUSTAINABLE**
- Sustain momentum
 - Become better business partners

- ORGANIZATION**
- Shape organizational culture
 - Clarify roles

- PROFESSIONAL**
- Work on core professional competencies
 - Develop shared leadership skills

Target audience – LIM's Shared Leadership Development Program is designed for experienced middle and top managers, as well as new managers and high potential individuals.

Program length – Leadership programs usually consist of three to four sessions, each lasting 2-4 days, over a period of several months. The program is co-designed and customized to meet client's unique needs.



Program participants develop learning, critical thinking, effective problem solving and feedback skills. Intensive, personalized feedback and coaching produce visible change in their leadership and management style.

Customer success example: Post-acquisition leadership integration

To enter the cocoa processing industry, a US-based company embarked on a series of acquisitions of industry players from around the globe. The new global organization now consisted of six companies operating independently, in five continents and 16 locations, including the Ivory Coast, Singapore, Ecuador, France and the Netherlands. These companies together owned over 10% of the world's cocoa and chocolate brands.

Business objective:

- Integrate the companies into a single operating entity.

Pre-workshop challenges:

- Each company had its own national culture, organizational culture and operating processes.
- Synergies anticipated by the acquisition process were not being met.
- There was a competitive attitude between companies instead of a cooperative one.
- It was critical to develop a cohort of new leaders with the skills to guide the new organization.

Focus of the ALDP:

- Gain a global perspective as an organization.
- Improve key leadership skills: teamwork, building trust, managing conflict.
- Develop a culture of open communication, innovation and change.

What we did during the ALDP:

- Designed, developed and delivered three leadership programs for a total of 60 top managers.
- Identified key leadership skills through a survey and coached participants on those skills.
- Coached 12 mixed teams to solve critical actual company challenges identified by the Executive Team.
- Quantified the impact of the programs by measuring behavioral changes (pre and post program) and the ROI impact via earnings and/or savings.

“We used the elements of the leadership program as a tool... This broke ground for a successful start to an emerging global company where our people understand cultural differences, accept them and build on them. We could never have achieved this without LIM” ---- President & CEO

LIM is all about solutions

Our work focuses on meeting business goals. We help clients find ways to address their strategic challenges, and turn problems into growth opportunities. We guide individuals to think in new ways. Programs featuring hypothetical challenges are simply not as meaningful or engaging. Our programs focus on the real business challenges clients face in their organizational context. This is where the most powerful learning takes place.

Our powerful ARL® methodology drives results for our clients

LIM uses its Action Reflection Learning (ARL®) methodology to help clients address key leadership challenges. ARL® is based on powerful learning principles that make the transformational experiences both engaging and relevant. Most importantly, the learning is highly applicable to the organizational context and is easily transferred into the day-to-day life of teams and leaders.

Contact us:

For more information, please contact us at: info@LIMglobal.net or +1 469 546 5529.

How can LIM help your organization

Over the past three decades, LIM has refined its core ARL® methodology into a solutions-oriented range of tools, tactics and learning strategies that deliver exceptional results. Leaders become more effective, decisions become sounder, strategies and plans are effectively executed. Our ARL®-based solutions eliminate much of the pressure and stress that permeates today's organizations. Imagine completing your daily operations and having more time available. ARL® makes that possible.

Earning while Learning: we develop the leaders to grow your business

Our network of over 50 certified learning coaches work with organizations across the world to develop successful leaders.

"...LIM stepped into a very challenging situation and helped us find common ground to think creatively and to help globalize our business."

Loren Appelbaum, former VP, Human Resources Strategy, AT&T

"For the last seven years, LIM has helped us design and run a global leadership program that has become a powerful engine for ongoing change...We value LIM's guidance highly."

Eva Arnell, former Director of Human Resource Development, Volvo Truck Corporation

