



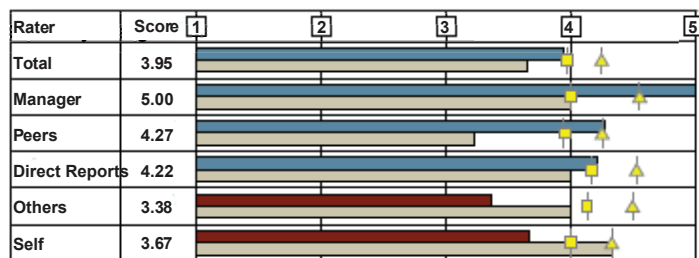
Advancing The Extraordinary Leader™

Follow-up Program for *Extraordinary Leader* Workshop Participants.

LEVERAGE YOUR TRAINING INVESTMENT

Organizations that are committed to leadership development will have a competitive advantage in markets where it is difficult to differentiate on product and services alone. Within organizations, leaders who are highly effective create significantly better business results when compared to their less effective colleagues.

The *Advancing the Extraordinary Leader (ATEL)* Workshop helps participants assess progress toward increasing their personal leadership effectiveness. Pre and post data overwhelmingly proves that a majority of leaders experience positive results from utilizing our unique strengths-based approach to development. Participants receive a gap analysis report, based on previous *Extraordinary Leader* 360-degree feedback and current reassessment results.



Gap Analysis Report - blue bars show areas of improvement

SO WHAT HAS CHANGED?

Find out in a strengths-focused, half-day, instructor-led experience that uses 360-degree reassessment with gap analysis. Developmental insights and a process for updating actionable and relevant leadership development plans are included.

AUDIENCE

For all leaders and managers who are serious about developing their strengths and increasing their contribution to their organization. Prerequisite: Completion of *The Extraordinary Leader* workshop.



The CLEMMER Group
Stronger People. Stronger Organizations.

TESTIMONIAL

"This workshop is insightful and a great way to review and continue developing my leadership skills. The 360 feedback report which compared old with new scores was especially valuable. I found it motivating to see that even with a new team, my strengths still were consistent and I actually had improved in the development area I had chosen. I appreciated having the time to analyze and identify my strengths, update my development plan, and come up with simple ideas that will make big improvements."
-Director of a Large Wholesale Distribution Conglomerate

MATERIALS

Each participant will receive:

- The *Advancing the Extraordinary Leader* pre-work. A version for the manager will also be provided.
- The *Advancing the Extraordinary Leader* 360-degree Assessment and feedback report with gap analysis
- The *Advancing the Extraordinary Leader* participant manual

KEY LEARNINGS

By the end of this workshop, participants are able to:

- Outline methods and criteria for comparing and interpreting feedback from *The Extraordinary Leader (EL)* Workshop with new 360 data.
- Strategically determine what the area of focus should be for your future development efforts.
- Incorporate best practices from the *EL* and *ATEL* workshops to create and implement a powerful leadership development plan.
- Identify opportunities and methods to engage managers and others in development efforts.
- Identify ways to expand opportunities for development within the context of their current work assignments.

Participants learn exactly how their perceived effectiveness has improved or deteriorated based on new data contained in their comparative feedback reports. Key strengths are identified for development and Individual Development Plans are refreshed to keep them relevant based on individual feedback and changing organizational needs.

Building on the development momentum started in *The Extraordinary Leader* Workshop, new tools are provided to assist participants in becoming extraordinary leaders.