



THE **GMarie** GROUP  
Performance Improvement Specialists

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# Customized Leadership Development

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Provided by:  
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## Program Overview

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*“**Customized Leadership Development**” is an approach to individual leadership development that offers organizations a framework for shaping high-potential employees into effective leaders.*

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Customized Leadership Development allows you to offer targeted development for high-potential employees and enables your organization to:

- Build internal bench strength
- Increase employee retention

## The Approach

This approach to leadership development involves three phases:

- 1) Personalized assessment of each participant
- 2) Development of individual customized learning plans
- 3) Implementation of each plan

Each participant’s customized learning plan is supplemented by the following learning strategies:

- Group learning and networking events
- Reflection and application sessions
- Coaching and feedback
- On-the-job/self-directed learning

## The Group and Group Facilitator

Customized Leadership Development focuses on individual leadership in the context of small groups of potential leaders working together for a specified period of time. A group of 6 – 12 potential leaders will participate in both individual and group events.

The group is supported by a facilitator from The GMarie Group, who oversees and organizes the program, facilitates key events and provides coaching. The degree and type of facilitation varies based on your needs and budgets.

## Group Learning and Network Events

Participants attend formal workshops and seminars as determined by group needs identified in the assessment process. Examples include *Seven Habits of Highly Successful People* and *Situational Leadership*.

They also attend informal group sessions (e.g. lunches, dinners, meeting for coffee) to share learning and discuss challenges.

Group sessions are supported by online collaborative technologies as applicable to the group and your organization. These technologies include asynchronous discussion boards, wikis, and group Web sites.

## Reflection and Application Sessions

During Reflection and Application Sessions, a team from The GMarie Group and key business leaders in the organization facilitate a discussion during which participants share key insights from workshops, seminars and group discussions.

During sessions that emphasize reflection, participants review key learnings, assess their application of learned knowledge and skills, and evaluate behavioral impact. As a group, participants share their experiences and leverage each others' learning.

During application-based sessions, the group debriefs a specific learning event and practices newly gained skills in a safe, non-threatening environment. Participants discuss newly acquired skills, approaches for implementing them and solutions for overcoming foreseeable roadblocks.

## On-the-Job / Self-Directed Learning

In addition to the group learning events and reflection and application sessions, which all participants complete together, each participant develops a customized learning plan that outlines on-the-job learning experiences (e.g. rotations to other departments, be “leader for a day,” shadowing, informational interviews) and self-directed learning methods (e.g. web-based training, internal or external workshops on topics pertinent to that individual).

## Coaching and Feedback

Participants attend one-on-one coaching sessions to support their development. Coaching takes three forms:

### **Coaching with a direct leader**

The GMarie Group provides the direction for leader coaching and helps participants prepare for these sessions.

### **Coaching with The GMarie Group facilitator**

Our facilitators provide coaching, support and feedback to help participants assess their implementation of their plans

### **Coaching for each other**

To help participants achieve their leadership goals, The GMarie Group facilitator recommends performance improvement resources (such as articles, books, training) to help participants achieve their leadership goals.

## Visual Presentation

To view a presentation about this innovative approach to leadership development, visit <http://gmariegroup.com/CLPDvideo.html>.

## The GMarie Group

For over 20 years, The GMarie Group has provided nationwide clients with custom learning and performance improvement solutions. To do so, we apply the ADDIE Model, a systematic process for:

### **Analyzing Performance and Training Needs**

The GMarie Group recommends initiating a project through rigorous analysis, which is the key to obtaining valid results and ensuring that a significant cross-section of the organization has a stake in the process. We can conduct training needs and performance analysis to determine learning solutions to address identified performance gaps.

### **Designing and Developing Effective Solutions**

We design and develop online (Web-based) training, virtual Webcasts, podcasts, instructor-led training, performance support tools, learning portals and much more! Our team can author your custom product using any industry-standard authoring tool (e.g. Flash, Lectora, Flypaper and Captivate).

### **Implementing Products and Programs**

We provide training program planning and coordination, train-the-trainer, training delivery and facilitation for all types of subject matter. We can also help integrate Web-based solutions into your LMS or LCMS.

### **Evaluating Reactions, Learning, Skills Transfer and Returns**

Using Kirkpatrick's "Four Levels of Evaluation," we develop tools and scoring mechanisms to measure participant reactions to learning, mastery of objectives, transfer of skills to the job and return-on-objectives.

## How Can We Help YOU?

Contact Georgianna Marie, President and CEO, at [gmarie@gmariegroup.com](mailto:gmarie@gmariegroup.com) or (602) 795 - 8374.