

Pathways to Leadership® The Program

Pathways to Leadership® builds an organization's benchmark strengths—its people—the culture they create—and their ability to drive greater business results. Organizations that adopt these skills and philosophy are strategically positioned to leverage their people, systems and technology for accelerated marketplace success.

Much more than “just another leadership training,” *Pathways to Leadership* is a comprehensive skill-based program with a trademarked process:

- **Pre-Program Preparation and Needs Analysis:** A process to identify individual and organizational strengths, challenges, deficiencies, goals and objectives.
- **Four-day Skills Training:** Interactive core program that includes learning/discovery, theory and application of the *Pathways to Leadership*® tools, concepts and processes.
- **Skill Integration:** 16 weeks of application and skill mastery through field-proven activities, small group exercises and facilitator support.
- **Two-day Mastery Retreat:** Advanced skills training combining higher-level communication skills and team building tools with a focus on specific business applications.
- **Ownership Transfer, Sustainability:** A vital participant-owned process to drive ongoing business results and sustainable processes for leadership and work culture growth.

Builds Core Leadership Skills

The newly acquired *Pathways to Leadership* tools and concepts give employees the capability to effectively develop core leadership skills to:

- Develop and lead efficient, productive teams
- Build trust, loyalty and alignment with company goals
- Meet and successfully resolve unexpected business challenges
- Work effectively across department lines
- Cultivate a resilient, change-ready culture
- Mentor others to be leaders
- Increase customer service and quality
- Identify and capture growth and improvement opportunities
- Achieve greater business results
- Build a strategic marketplace advantage

Integration

The program's vital integration and accountability process promotes the continued application and integration of these invaluable skills, transfers ownership for work culture quality into employees' hands and creates sustainable positive change in the work culture and in a participant's professional and personal life.

Breakthrough Results

Pathways to Leadership clients report breakthrough results in projects, processes and in the operational efficiencies of their leaders and teams— These new competencies allow employees to discover and quickly implement new cost-saving and revenue-growing ideas and processes.