

LEAP® – Leadership Acceleration Program
The Core Elements



Get ready to take a LEAP in your career!

The LEAP® Experience is Transformational

LEAP® is not just another leadership program – LEAP® changes lives! Performance Dimensions Group gives you an opportunity to step away from the daily workplace limitations to examine, reevaluate, and develop your leadership approaches. You are immersed into a positive, energy-charged, life-changing environment.

The Dimensions of Leadership Model leads to ... high-impact

Self-Awareness: The LEAP® Assessment is self-assessment during the beginning, middle and end of the LEAP year and a 360° survey at the beginning and end of the LEAP year that assesses key leadership skills, capabilities, and confidence which are proven competencies required for high-impact leadership. The LEAP® Assessment forms the foundation of the LEAP® Program and arms you with the knowledge of your strengths and development opportunities, as assessed by your supervisor, employees, peers, and customers.

Behavior change begins with an awareness of your strengths and areas for improvement and allows you to focus your learning experience at LEAP in order to maximize your transformation process. The LEAP® Assessment alone has helped managers and executives better understand how they can strengthen as leaders.

Leadership Competencies are the unique behaviors and compelling traits a leader must demonstrate and which define their greatness as a leader. The LEAP® Assessment and curriculum are focused on eight critical competencies:

- 1. Communication**
- 2. Leadership** (trust, direction, motivation)
- 3. Adaptability**
- 4. Relationships**
- 5. Task Management**
- 6. Production**
- 7. Development of Others**
- 8. Personal Development**



Leadership Responsibilities are the crucial tasks that a leader is accountable for accomplishing. The LEAP curriculum is highly flexible and customized to the specific needs of the group. We have over 40 topics to select from and bring local experts to facilitate the learning. Listed below is just a sample of the topics available to meet the needs of LEAP members.

A Brief Example of the Customized LEAP® Curriculum

Appraising Performance	Building a High-Performance Team
Coaching Smart People	Giving Powerful Presentations
Communicating to Influence	Creating an Inspiring Work Culture
Delegating Effectively	Giving & Receiving Feedback with Ease
Hiring the Best Talent	Leading and Managing Change
Managing Projects by Design	Managing Time in Fast Forward
Meeting Change with Resilience	Running Effective Meetings
Thinking and Acting Strategically	Turning Performance Problems Around

Leadership Skills are the crucial methods by which leaders apply their knowledge. You will learn how to:

- Drive for Results
- Apply Systems, Strategic & Conceptual thinking
- Use your Emotional Intelligence
- Create Structure and Process
- Manage Change
- Measure & Manage Performance
- Increase Problem solving & Decision making
- Effectively Plan and Execute

Additional LEAP® Features and Benefits

We ensure that you get more from this Leadership Program than any other leadership program. There simply isn't anything like this – anywhere! We provide comprehensive materials and preparation, high-energy curriculum, reflection and self-discovery time, individual development planning and much more:

Personalized Leadership Coaching gives you the opportunity to work with top executive coaches to help you leverage the results from your LEAP® Assessment, determine your personal LEAP® learning agenda, and create your long-term action plan for development. You leave your coaching session enlightened, focused and ready to begin your leadership transformation. All LEAP® members have access to a coach for regular, on-going coaching throughout the LEAP® Year.

Expert Instruction/Facilitation enhances your core leadership competencies. You will be amazed at the innovative ideas and personal change generated by LEAP's expert leadership faculty who are carefully selected and certified by Lynda Silsbee, program creator and founder of Alliance for Leadership Acceleration and Performance Dimensions Group. Each LEAP® cohort group is assigned a highly successful and experienced facilitator & coach. All of our faculty have held successful leadership positions and bring relevant, real-world experience to the learning teams. In addition, other local business leaders and experts are brought in as needed, to enhance and accelerate the learning experience.

Learning Teams are cohort groups of 8-12 members guided by expert facilitators. These monthly, interactive peer discussion teams foster critical introspection, discovery and open

exchange with others in the group. The teams are organized so that participants with varying years of experience, industries and functional backgrounds are grouped together to promote dynamic interactions that accelerate learning using real-world issues and challenges.

In-Depth Skill Development sessions are designed to change behavior. These sessions are customized for each group and provide instruction, role modeling, practice time and real commitments to change. Each month, participants work on real issues and decide how they plan to use what they have learned. We follow-up with electronic reinforcement tools and check & guide their progress throughout the year. ***A habit can be changed in 30-days but it takes a year to make it a lifestyle.***

Build Your Leadership Network through LEAP®. Great leaders constantly expand their personal network. LEAP® participants range from seasoned leaders with 10+ years of experience to newer supervisors with 1-2 years of experience and are from every industry and functional area. LEAP offers you the opportunity to build a powerful network of leaders from a variety of Puget Sound organizations. Although they come from diverse backgrounds, LEAP® participants all share one common goal: The Pursuit of Extraordinary Leadership.

Continuous Learning and Improvement ensures that the learning and discovery that takes place at LEAP®, continues and is reinforced throughout the year so the transformational process endures. The goal is a total commitment to continuous learning and improvement.

After each monthly session throughout the year you are provided reinforcement tools and activities. These include:

- An e-mail reminder with practice tips, leadership tools, success stories, or articles to reinforce the concepts and practices learned that month
- A customized Leadership Development Plan to provide focus & commitment
- Recommended reading material selected to enhance and highlight successful application of the competencies in the Dimensions of Leadership
- A follow-up review to track your growth
- Access to ongoing coaching with an executive coach to ensure your progress
- Membership in a private Linked-In group for LEAP® members only to seek advice, ask questions and receive support after their LEAP year is over.

College Credit Option through our affiliation with Seattle Pacific University, all members have the option (for a small additional fee) to receive Master's Level college credit for their LEAP year.

The Opportunity

LEAP® groups are being assembled with different start dates throughout the year. It is a membership-based program with all elements of the program (assessment, coaching, ongoing development curriculum, etc.) included in your annual membership of \$5000. Members must apply for acceptance and are required to sign a commitment & confidentiality agreement.

The Location and Meeting Format

We have facilities on the Eastside and in downtown Seattle. Our meeting location will be determined prior to starting the first session. Most LEAP® groups meet from 8am – noon during a weekday. Refreshments are provided.

Contact: Lynda Silsbee, Program Director and President of Performance Dimensions Group to register today. 425.889.5942 or Lynda@pdgroup.net