



Leadership Development:

The Eagle's Flight Approach

There is no question that the success of any organization is heavily dependent on the quality of its leadership. To ensure success now and in the future, organizations need a healthy pipeline of leaders that come from a robust leadership development program designed to build competencies across the organization.

The goal of any leadership development program is to provide the tools and know-how to release the full potential in individuals and their teams. Great leaders motivate others to perform at their best and are equipped with the skills to lead during times of growth, uncertainty, or transition. However, the key is to not only focus on the C-suite. Therefore, you should create leadership development opportunities throughout the organization regardless of rank.

EMERGING LEADERS

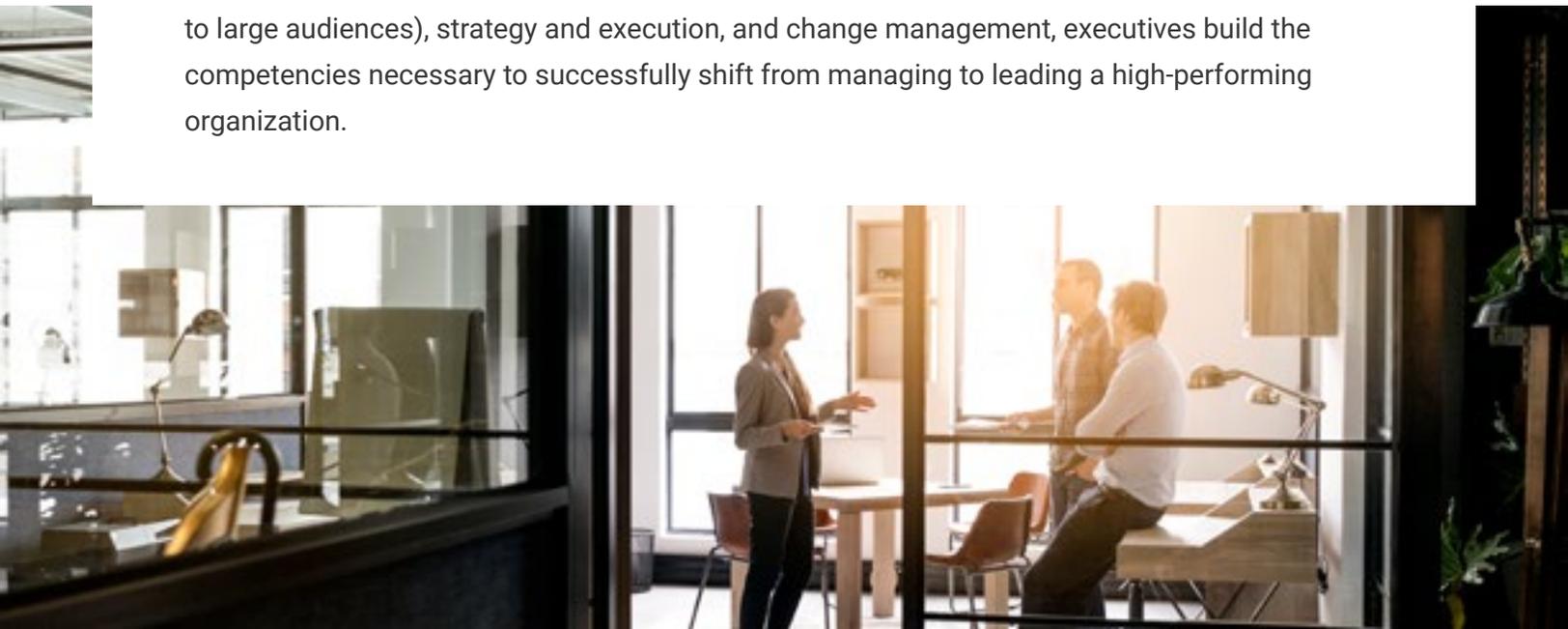
The focus of leadership development for individual contributors is to enhance their personal leadership skills, with a focus on communication, time and stress management, and effective relationship-building. Individuals must learn how to lead themselves first, as well as prepare for the next stage in their career where they may begin to lead others.

MID-LEVEL LEADERS

Leadership development objectives for people managers include understanding the tools required not only to effectively communicate expectations and deliver feedback, but also to create a high-performance culture of accountability, and to support each direct report for maximum productivity.

SENIOR LEADERS

Leadership development at the executive level expands the mindset and capacity for delivering world-class organizational results by releasing the full potential of employees. With a focus on coaching, goal setting, feedback, empowerment, communicating (both one-on-one and to large audiences), strategy and execution, and change management, executives build the competencies necessary to successfully shift from managing to leading a high-performing organization.



CHALLENGES THAT ORGANIZATIONS FACE WHEN DEVELOPING LEADERS

As you consider a leadership development program that's right for you, there are some key challenges of which to be aware. Your leadership development initiative will have the strongest impact if it overcomes the following common challenges and is supported by a trusted and well-matched partner to address them.

Changing hearts and minds as well as behaviors

Learning leadership theory is not enough to see a change in personal behavior. While leadership training must deliver knowledge, it must also promote understanding and give time for practice. If you successfully achieve these three things, it will be clear to participants what they are changing, how they are changing, and why they are changing their current behavior. This builds conviction in the participants that changing is beneficial, worth pursuing—or possibly even required. Without the desire and conviction to change, any training provided will be in vain, since there is no intrinsic motivation to remember or apply it.

Choosing the right context

While the content of leadership development matters, context is also extremely important so that the training provided doesn't fall flat. Given the right context, your training can inspire and build conviction to change behavior. Leadership training that resonates most with individuals combines immersive experiences that mimic real-world challenges and a targeted debrief that connects the lessons learned with the reality of the workplace. It allows participants to learn by doing, and experience the benefit of changing their behavior and learning new skills, to achieve better, more desirable results.

Connecting learning content to personal reality

Another key challenge associated with leadership development is ensuring that the training is relevant to your organization and the day-to-day realities faced by your leaders. An effective leadership development program is designed with you, not for you. It not only delivers against your need and your reality, but also addresses the unique challenges faced by your leaders.

Sustained, retained, applied

You expect results in exchange for your commitment to leadership development. But in order to see results, you need to formulate a strategy that will measure and assess progress. Tools such as assessments, digital reinforcement, and ongoing coaching help retain and apply the new leadership skills learned in training back on the job. Utilizing a learner impact scorecard to tie the entire initiative together will show the strengths, opportunities for improvement, and progress of the training initiative.



THE EAGLE'S FLIGHT APPROACH TO LEADERSHIP DEVELOPMENT

After nearly 30 years as an experienced partner to organizations of all sizes, industries, and needs, our approach and content library is one built on experience. When you partner with Eagle's Flight, the road to leadership development is crafted with your input. From building a single leadership competency to rolling out leadership development throughout your organization, we work closely with you to deliver the right solution for your goal.

Leadership Capabilities Include:



Specific Competency

From time management to effective communication and leading through times of change, there are specific competencies organizations are looking to build. Eagle's Flight's robust content library is your solution. In as little as a day, we can deliver a program that pinpoints the competencies you need to build. And the best part—they are developed to efficiently teach skills and behaviors that are immediately applicable the next day back on the job.

Specific Level

In the case that your organization needs a holistic leadership development program for a specific level of leaders, Eagle's Flight has a suite of leadership programs designed to maximize the impact of individual contributors, frontline managers, and senior leaders. The content selection in each program is developed based on years of experience working with organizations to build leadership competencies in three diverse levels of the organization.

Full Suite

There are a multitude of benefits when leadership development is offered throughout an organization. From building a leadership pipeline, to establishing a common language and alignment, to reducing turnover by investing in the progress and development of their people, the benefits are countless. Eagle's Flight Journey of Leadership™ is a tiered approach solution that builds leadership competencies across an entire organization. Our three programs fully integrate and build on each other to cultivate a culture of leadership excellence.



Your Unique Need

No matter your development need, we can create a leadership program to meet your organization's specific goals. Our ability to integrate business relevance, corporate uniqueness, and pragmatic content across a wide range of organizational needs has been key to our clients' success. Whether it is building a single competency or creating a culture of leadership excellence across an entire organization, we have the content, tools, and expertise to ensure your leadership development is a success.

OUR SOLUTION CUSTOMIZED FOR YOU

Whether it's an off-the-shelf solution or a fully customized one, it is critical to select the optimal solution for your organization's goals, objectives, and challenges. Across our entire offering, the level of Eagle's Flight consultation and customization is entirely up to you.

Customization options range from:

- Discovery to understand your reality and determine where you need to go
- Building your mission, vision, values
- Competency framework
- Leadership involvement in design, briefing, participation, and delivery
- Content creation, selection, and adaptation
- Integration of your existing content
- The look and feel to match your brand
- Selection of training approaches and methodologies
- A variety of delivery options: Eagle's Flight delivers, train-the-trainer, and leaders as teachers
- Variety of assessments from employee engagement to 360-degree feedback
- Post-program retention and reinforcement solutions
- Communication plans
- Budget requirements
- Contingency plans
- Communication strategy and execution

Regardless of the level of customization and consultation, you will be able to rest easy with Eagle's Flight as your partner. Not only do we have the experience and track record to help determine your best option, but we have the content and capabilities to make it happen.



BUT DON'T TAKE OUR WORD FOR IT

Recent Eagle's Flight Customized Leadership Programs Include:



An international automotive parts manufacturer invested in leadership development for 30 of its up-and-coming leaders. As partners, we developed and implemented a customized solution that equipped leaders with skills, as well as knowledge on what it means to lead in their organization.



A national food production company put 100 of its senior leaders, managers, and supervisors through a customized leadership program with reinforcement (digital and video), in order to build leaders that live the corporate culture and values.



A global brewery had 25 of their top operations managers attend a leadership development program over 5 one-day sessions that covered a variety of skills imperative to their success and the success of their team.

HOW WE MAKE IT STICK

Regardless of the size of your leadership needs, every Eagle's Flight solution to leadership development incorporates the power of experiential learning. Employees often learn best through interactive, experiential-based learning that teaches and coaches them how to apply the knowledge and skills acquired through the training. Experiential learning combines immersive activities that mimic real-world challenges with a targeted debrief that connects the lessons learned with the reality of the workplace. Most important, it allows participants to learn by doing and not by just listening, reading, or watching. Because they have personally experienced the lessons, new competencies are developed, more information is retained, and participants are more likely to enthusiastically apply their new knowledge and leadership skills on the job.

EXPERIENTIAL LEARNING

Experiential learning is impactful at all three stages of the competency journey. Every Eagle's Flight culture transformation has an experiential element to maximize the impact of training.



GET TO KNOW US BETTER

Founded in 1988, Eagle's Flight has earned its reputation as a global leader in the development and delivery of business-relevant experiential learning programs that achieve specific training objectives and ensure lasting behavior change. Sustained learning is achievable through an approach that builds conviction by changing the hearts, minds, and skills of every employee, and experiential learning is a powerful vehicle to achieve that. It engages and challenges all levels of participants, giving organizations of all sizes and industries an unrivaled competitive edge due to improved workforce performance and productivity.

A high-angle, top-down photograph of a man and a woman sitting at a wooden table in what appears to be a cafe or office setting. The man, on the left, is wearing a dark red shirt and glasses, and is pointing at a document. The woman, on the right, is wearing a blue denim jacket and is gesturing with her hands while looking at the document. A laptop is open on the table between them. In the background, there are stacks of white plates and cups, and a coffee cup on a saucer. The overall lighting is dim and blue-toned.

EAGLE'S FLIGHT *YOUR PARTNER IN LEADERSHIP DEVELOPMENT*

Leadership development can be a critical component of your competitive advantage and will help your leaders flourish with the right training partner. From a one-day competency program to a customized leadership development program, Eagle's Flight partners with you to create world-class leaders. Connect with one of our experts today to learn more about what we can do to make it happen at your organization.



Since our founding in 1988, Eagle's Flight has developed and refined a framework for creating predictable, sustainable behavior change. We specialize in experiential learning and provide organizations with a better outcome by truly engaging the learner. Successful organizational development programs require ongoing work, but this can easily get lost in the shuffle of daily tasks that feel more urgent. Partnering with a provider that has a strong track record of helping organizations achieve long-term measurable change will help ensure that your development goals are met.

If you would like to learn more about what a partnership with Eagle's Flight could look like, contact us today.

CONNECT TODAY

Toll-Free North America: 1-800-567-8079 • International: +1-519-767-1747 • www.eaglesflight.com
Asia Pacific: +65-6805-0668 • Europe: +44-0-175-353-3010 • South America: +55-11-3050-2210