



## COMMON LEADERSHIP DEVELOPMENT PROGRAM CHALLENGES

Challenge	Common Programs	Success-Minded Leader Programs
<b>Synchronous Training</b>	<ul style="list-style-type: none"> <li>Instructor and participants are in the same room at the same time.</li> <li>Requires participants to block out days' worth of time away from managing their workload and team.</li> <li>Participants can disengage in larger groups.</li> <li>Participant questions must typically be asked in the classroom.</li> <li>Minimal individualized attention.</li> </ul>	<ul style="list-style-type: none"> <li><b>Success-Minded Leader</b> programs are primarily asynchronous, with synchronous components that promote engagement.</li> <li>Participants complete self-paced work in the SML Portal, then meet virtually with the group every two weeks for additional content, discussion, and coaching sessions.</li> <li>Portal allows for questions to be posed to the Facilitator/Coach at any time.</li> <li>Facilitator/Coach provides individualized attention throughout the program.</li> </ul>
<b>Firehose Effect</b>	<ul style="list-style-type: none"> <li>Multiple days in the classroom leads to burnout and lack of retention on critical topics.</li> <li>Leaves no time for absorbing, assimilating, and practicing concepts.</li> <li>Difficult to accurately assess participant coaching abilities and develop effective behaviors.</li> <li>Program impact to team and organization after the program is difficult to assess.</li> </ul>	<ul style="list-style-type: none"> <li><b>Success-Minded Leader</b> programs provide self-paced learning followed by practice and coaching on bite-sized content allowing for better retention and accelerated growth of participants.</li> <li>Participants are demonstrating their coaching abilities with the Facilitator/Coach and other cohort members throughout the program.</li> <li>Program <b>Success Initiative</b> measurably impacts team and organization during the program.</li> </ul>
<b>Coaching "Role-Plays"</b>	<ul style="list-style-type: none"> <li>Simulation of "real-world" coaching situations in a sterile environment.</li> <li>Leads to manufactured performances – acting rather than actual coaching.</li> <li>Leads to "advice-giving" as coaching.</li> </ul>	<ul style="list-style-type: none"> <li>Participants build coaching capabilities through a structured coaching approach, designed to avoid "advice-giving" by building coachee problem-solving skills.</li> <li>Participants are coaching their peers on their real-world situations.</li> <li>Certified Facilitator/Coach is offering coaching critiques throughout the program.</li> </ul>
<b>Managing Remote Employees</b>	<ul style="list-style-type: none"> <li>Theoretical Approach to Remote/Hybrid Management.</li> </ul>	<ul style="list-style-type: none"> <li>Participants are experiencing managing and coaching with a remote cohort.</li> </ul>