

## WHY LEADERSHIP DEVELOPMENT MATTERS

In Deloitte's "Global Human Capital Trends" Report in 2015, they note, "Today, driven by shifts in both work ethos and the transparency of the job market, employee retention and engagement are now the #1 problems companies face." The #2 trend? Creating a Global Leadership Pipeline.

To round things out, the #3 trend was learning.

Leadership McKinley will address all three of these trends.

- #1: Employee Retention and Engagement
- #2: Leadership Pipeline
- #3: Learning

Leadership development matters to any community feeling the strain of keeping talented professionals in today's competitive marketplace. On an individual level it matters to professionals who want to grow their career trajectory by stepping into leadership. A robust leadership development program feeds your community's leadership pipeline with talented and high-potential professionals (like you!) by providing the best learning opportunities to those who are motivated and excited to learn and grow.

You will be exposed to a program that embodies the belief that leadership development in our community matters and even better—that with sustained interest and a real investment of time, money, and resources—you can become a more confident and powerful leader who is equipped to move our community in the right direction.

Leadership Development allows you to LEAD FROM WHERE YOU ARE AT and imagine yourself in future leadership roles too. This program is not something you save for a rainy day—you will learn ideas, best practices, communication strategies and more that you can implement NOW.

## HOW LEADERSHIP DEVELOPMENT WORKS

Leadership McKinley investigates topics that are related to effective leadership. This program will intentionally challenge you, push you out of your comfort zone, and encourage you to experience growth and transformation. How do we do that?

Leadership McKinley has built into the system critical components for any effective leadership development program. We focus on:

—Establishing **OWNERSHIP and ACCOUNTABILITY** before, during, and after every session.

—**SUPPORT** from your boss, team, peers, facilitator, the Chamber staff and board, and program participants.

—**HIGH QUALITY CONTENT** that does more than just skim the surface. We dig deep because we understand that this is where transformation happens.

—**RESOURCES** to expand your understanding of leadership and the topics we cover from the beginning to the end of the program.

### Every session sets you up for success by:

1. Beginning with **what the research says** on our topic. Social science and communication research reveals key insights into what it means to be an effective leader. By investigating what the research says FIRST, you can then position yourself for deeper understandings of where you want to grow.
2. Next comes the **connection between the research and the practical experiences of and knowledge of participants** in the program. Through meaningful dialogue, questions, activities and sharing, you will see for yourself how you and your peers have been impacted by the topics we cover in the program.
3. Now you are ready for **realistic and easy to implement strategies** that move you toward your leadership vision. You will leave every session armed with a plan. Without a road map of what to do next, you might struggle to keep the continuity and accountability high between sessions. We make sure that does not happen!