



## Technical Leadership Series

Addressing the leadership development needs of high potential technical leaders is the focus of the specialized Technical Leadership Series. Success Labs worked with Albemarle, Shaw Corporation, Jacobs Engineering, PCS Nitrogen and Honeywell to develop a competency based program designed for technical types in leadership roles in the manufacturing and petrochemical industries. The program focuses on a combination of people coaching and next level leadership skills including: critical coaching skills, teamwork, influence, creative and strategic competencies.

The Series uses a competency based development process. That means we work with your technical leaders on those core skills and competencies most associated with successful leadership including: communication, coaching skills, influence, teamwork, and creativity. No other program is designed to provide the kind of personal insight, team experiences and personal coaching necessary to develop your technical leaders for today and tomorrow.

The Technical Leadership Coaching Series focuses on the individual. Its' experiential design, along with a combination of competency based assessments, group workshops, and one-on-one coaching makes it both innovative and effective. In fact, *traditional Leadership Training has a ROI < 50% while the ROI for the Technical Leadership Series with it's cutting edge design is 496%.*

### The Series includes:

- **Success Strategies Leadership & Communication Report** (personality, interests, and values assessment)
- **Lominger Voices© Competency Based 360-degree feedback**
- **6 half-day workshops** (lunch included)
- **5 individual coaching sessions** to work on key issues identified through the workshop, 360 assessment and group process
- **Challenging Team “Project”** and presentation to Executive Review Board. The project fosters teamwork, communication, leadership, creativity, dealing with ambiguity, and board presentation skills.
- Creation of an **Individual Development Plan**
- Facilitation of a **development discussion** between the participant and his/her manager to review the development plan for alignment with departmental/organizational needs
- **Lominger Development Tracker©** to check progress on development plan 6 months post program

## **Workshop Components**

- Critical Coaching Skills – Unique use of professional actors to teach critical coaching skills –*feedback, listening and probing*
- Confronting Direct Reports
- Conflict Management
- Delegation
- Motivating Others
- Developing Direct Reports
- Creative/Strategic Skills
- Presentation Skills

## **Examples of Impact on Performance**

- Develops critical coaching skills so participants learn to coach and mentor their teams more effectively.
- Increases confidence in leadership skills in a team setting
- Improves presentation skills of participants
- Coaches participants on effective communication style, dramatically reducing conflict with others
- Teaches brainstorming techniques to improve ability to develop innovative solutions

## **The next Technical Leadership Series starts September 6, 2007**

Class is held at Success Labs from 11am-5pm for 6 consecutive Thursdays.

*Individual coaching sessions are scheduled at the convenience of the participant*

Call or email us and we'll help you decide if this program fits your needs:  
[dlemoine@mysuccesslab.com](mailto:dlemoine@mysuccesslab.com) or 225-927-4143. For more information on Success Labs visit our website.