# **LEADERSHIP DEVELOPMENT**

**Building Leaders for Performance**

**and Potential**



**BUILDING LEADERS**

Leadership is the **cornerstone** of success in every pursuit and organization. In many companies, the strategy and growth are constrained by a lack of effective leaders and/or a shallow bench of future leaders. CMP helps companies meet this leadership imperative through an **extensive leadership curriculum** that is customized for each company.

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| **COMPETENCY DRIVEN**Training and development is focused on the **skills** and **behaviors** needed to effectively lead within a specific environment. Competencies are used to develop the curriculum, and create a common language and framework for leaders. | **LOCAL LEADER SPONSORSHIP**The credibility of the training and application back on the job needs to be supported by senior leadership. This ensures **real** and **symbolic** support with accountability for application. |

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| **OUTCOME FOCUSED**  | **STRATEGICALLY ALIGNED**  |
| To gauge and reinforce the impact of the training investment, CMP introduces **key measures** to assess and reinforce the use of the competencies. This is done through both process and outcome measures.  | The development curriculum is customized to reinforce the **unique priorities** and **desired culture** of a company. This includes the use of relevant examples and activities.  |

## **ALIGNED APPLICATION AND ACCOUNTABILITY**

For the newly acquired competencies to “stick”, they need to be used soon after a session. To facilitate this, CMP curriculum is designed to **promote application** of the new behaviors **immediately** back on the job.

CMP marries decades of leadership development experience with contemporary adult learning approaches to build the “right” solution for each client.

CMP is a talent and transition firm in the business of developing people and organizations across the full talent life cycle – from talent acquisition and leadership development, to organization development and career transition support. To learn more, give us a call today at 800.680.7768 or request more info.