



WHAT THE BEST COMPANIES DO

CLC LEARNING AND DEVELOPMENT™

Anatomy of an Effective Leadership Development Strategy

A Powerful New Tool for Accelerating the Development of Leadership Talent



WHAT THE BEST COMPANIES DO

CLC LEARNING AND DEVELOPMENT™

A Powerful Suite of Resources for Supporting Leadership Development

Leadership Competencies



Benchmark, Develop and Refine Your Leadership Competency Model

- Leadership competency development framework and competency taxonomy
- Profiles of best-practice approaches to model development and implementation
- Catalogue of leadership competency models from 50 organizations

Manager- and Leader-Led Development



Drive Leader Engagement in—and Effectiveness at—Developing Rising Leadership Talent

- Training materials and e-learning modules for driving leader effectiveness at coaching and development
- Assessments and diagnostics for measuring leader effectiveness at coaching (the Employee Development Scorecard)
- Online portal of tactical tools and templates for supporting day-to-day coaching efforts

Leadership Training



Benchmark, Design and Evaluate Your Leadership Development Programs

- Tools and tactics for designing training programs that drive business results
- Profiles of best-practice leadership development tactics
- Tool for evaluating and benchmarking leadership training (the Training Effectiveness Dashboard)

Experiential Leadership Development



Unlock the Value of On-the-Job Learning

- Tools and tactics for creating high-value on-the-job experiences
- Tools and tactics to equip leaders to effectively extract learning from work

Developing Leaders at All Levels



Drive Excellence in Leadership Selection and Development at All Levels of Your Organization

- Frameworks, tools, and best practices for designing development programs for:
 - First-Line Managers
 - Middle Managers
 - Senior Leaders

Supporting Leaders Across Critical Transitions



Benchmark, Design and Evaluate Your Leadership Development Programs

- Profiles of best-practice leadership transition support strategies
- Training content and toolkits to support leaders during their transitions
- Tool for measuring transition effectiveness and identifying key weaknesses (AccelerATE)



Featured Resource

Anatomy of an Effective Leadership Development Strategy (New!)

Use CLC Learning and Development's new diagnostic to assess—and improve—the strength of your leadership development strategy across a set of key components.



CORPORATE
EXECUTIVE
BOARD

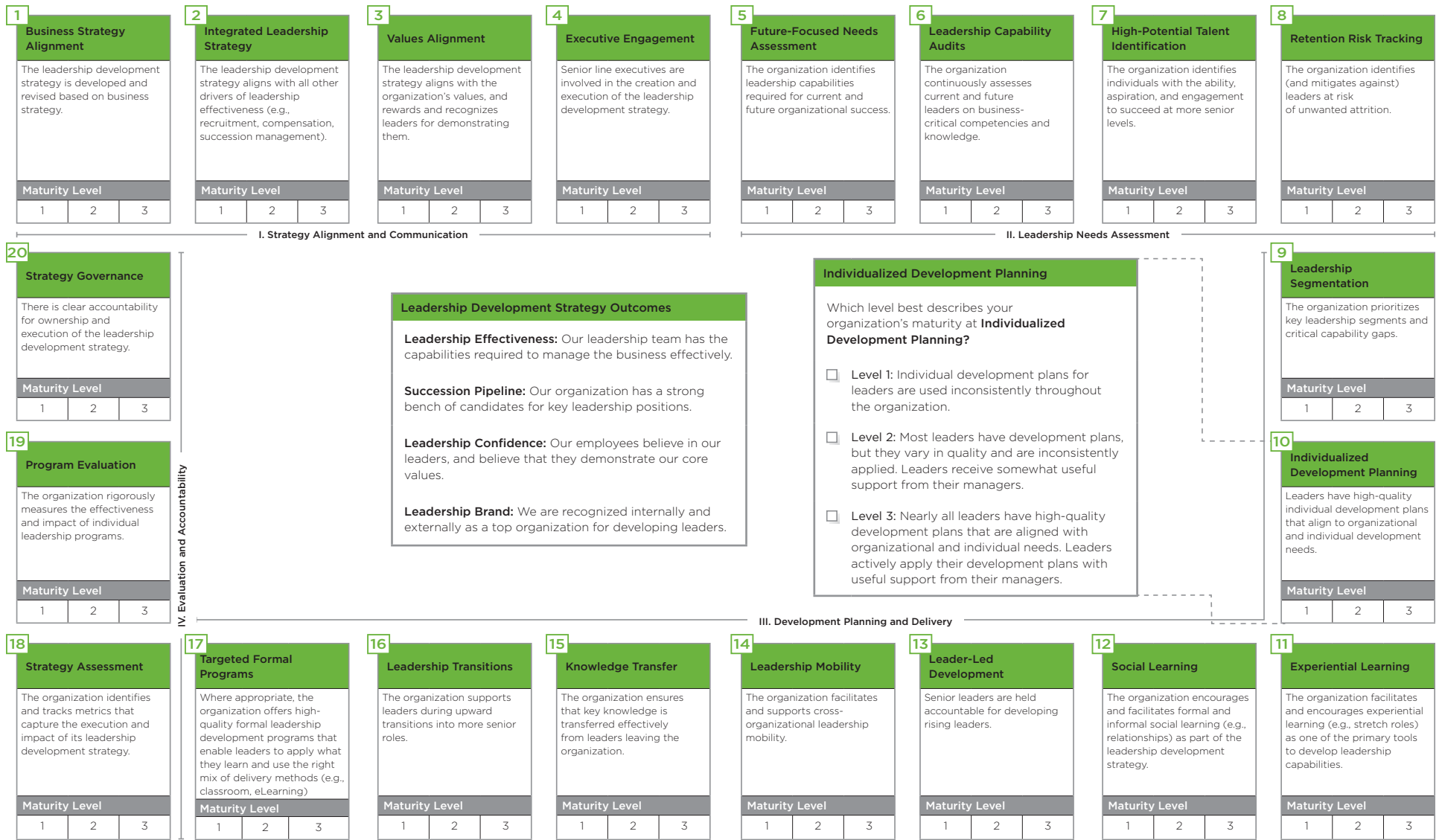
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WHAT THE BEST COMPANIES DO

CLC LEARNING AND DEVELOPMENT™

ANATOMY OF AN EFFECTIVE LEADERSHIP DEVELOPMENT STRATEGY

CLC Learning and Development Offers a Comprehensive “Terrain Map” of a World-Class Leadership Development Strategy





WHAT THE BEST COMPANIES DO

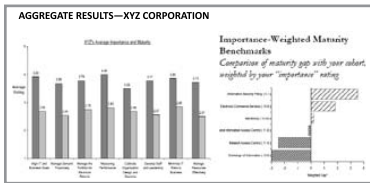
CLC LEARNING AND DEVELOPMENT™

Anatomy of an Effective Leadership Development Strategy

From Anatomy to Action: Resources to Help You Assess, Prioritize, and Improve Your Leadership Development Strategy and Tactics

Insight and Analytics: Identify Where Your Strategy Is Working—and Where It Needs to Improve

Stakeholder Survey and Reporting



CLC L&D surveys your line leaders and L&D practitioners on the importance of all Anatomy attributes—and your organization’s effectiveness at delivering against them.

➤ **Limited Space for Our First Survey Cohort**

Sign up by 31 December to reserve your place in the first Anatomy Survey Cohort.

Self-Assessment Diagnostic

A simple self-test to identify—and prioritize—the areas in which your leadership development strategy needs to improve

➤ **Available Now!**

Discussion Guides

Interview guides and facilitation tools for conversations designed to gather “stakeholder voice” on your leadership strategy

➤ **Available 15 January 2010**

Action Planning and Implementation: Design an Action Plan and Use CLC L&D Resources to Drive Improvement

Action Planning Templates

Top 3 Priorities:				
1. Leadership transitions 2. Knowledge transfer 3. Strategy assessment				
	What step are we going to take?	Who is responsible?	What are the success measures?	What is the target completion date?
Action Step #1: Get stakeholder buy-in	Build the business case	John C. and team	Obtain additional resources for transition support	July 2011
Action Step #2: Better prepare leaders for transitions	Provide ongoing support before, during, and after transition	Amy T. and team	Faster time to productivity for leaders entering new roles	December 2011
Action Step #3:				

Plan clear actions based on the results of your Anatomy assessment.

➤ **Available Now!**

Improvement-Support Resources

Leverage proven best practices to accelerate your improvement efforts.

➤ **Available Now!**