

INDIVIDUAL CONTRIBUTOR DEVELOPMENT PROGRAM

BUSINESS CONTEXT ▶

True leaders don't necessarily have managerial titles, but generate a great deal of impact and make major contributions. Since these **individual contributors** achieve nearly everything through influence, they need to be great communicators and team players. However, this critical pool of talent is often forgotten when it comes to leadership development. In doing so, organisations are missing the opportunity to mobilise these informal leaders, increase their impact and influence, and prepare them for future managerial positions.

Effectively equipping these professionals and high-potentials with the right mix of leadership competencies is not simple, especially when relying on conventional training methods. However, BeyondTheTheory's **Individual Contributor Development Program** is an effective, flexible and affordable solution that optimally blends Assessments (individual, psychometric and 360), Individual Coaching, Instructional Content and Online Support, designed specifically for this challenge.

PROGRAM CHARACTERISTICS ▶

- ▲ **Subject Focus:** Leadership Development
- ▲ **Target Audience:** Individual Contributors, Professionals, High-Potentials
- ▲ **Format:** Blended program (Assessments + Coaching + Web-based Support and Instructional Content)
- ▲ **Duration:** 4 - 6 Months (incl. 6 individual Coaching Sessions)

PROGRAM COMPONENTS ▶

- ▲ **Individual Assessments:** 4x (Onboarding Questionnaire, Character Strengths, Learning Styles and Leadership Competencies)
- ▲ **Organisational Feedback:** 1x (Onboarding Questionnaire for superior and/or key stakeholders to ensure understanding of organisational culture, development context and feedback requirements)
- ▲ **Personalised Development Plan:** 1x (Co-creation of a personalised action plan that blends the onboarding and assessment feedback and articulates the priorities for development)
- ▲ **Individual Coaching:** 6x (personalised phone-based coaching sessions; coaching is performed by a dedicated professional coach; sessions are every 2-4 weeks and are focused on the priorities defined in the personalised development plan)
- ▲ **Online Support:** Secure access to www.BeyondTheTheory.net, a feature-rich platform offering a virtual library of instructional content (incl., articles, videos, elearning modules, blog posts, etc.), ad-hoc online coaching interactions (captured in a development journal), and social learning opportunities with a community of peers
- ▲ **Program Report:** 1x (summary of progress and gaps, list of opportunities for self-development, copies of all assessments and transcript of the development journal, i.e.: entries by coach and the participant)

Understanding your organisation and its constantly evolving needs is crucial to ensure sustainable business results and success.

Streamlining your leaders' effort and energy is a required priority to develop, engage, motivate and retain your human capital.

BeyondTheTheory's competency based, leadership development services and solutions will help you achieve this in an **effective, practical** and **affordable** fashion.

BEYONDTHEORY'S 3 PHASE LEADERSHIP DEVELOPMENT PROGRAM:



PHASE 1 ▶ ONBOARDING (~1 MONTH)
Initial assessments – individual, psychometric and 360; Organisational/stakeholder feedback, Access to BeyondTheTheory.net; 1-2 Coaching sessions

PHASE 2 ▶ TRANSFORMING (~2-4 MONTHS)
A dedicated 1-on-1 leadership coaching program built on a personalised development plan; Access to BeyondTheTheory.net; 3-4 Coaching sessions; Ongoing e-based interactions (via the online journal)

PHASE 3 ▶ SUSTAINING (~1 MONTH)
A comprehensive program report (summary of the development journey + forward-looking suggestions); Access to BeyondTheTheory.net; 1 Coaching session

**BEYONDTHEORY'S MISSION IS TO HELP
ITS CUSTOMERS IMPROVE THE COMPETENCIES
OF ITS LEADERS AND INCREASE THE
EFFECTIVENESS OF ITS TEAMS, ITS BUSINESS
UNITS AND ITS ENTIRE ORGANISATION**

*"YOU CAN'T **MANAGE** WHAT YOU DON'T **MEASURE**... YOU CAN'T **CHANGE** WHAT YOU DON'T **PLAN**... YOU CAN'T **IMPROVE** WHAT YOU DON'T **FOLLOW-UP ON**."*