

# LeadFirst Learning Systems

## Leader Development and Culture Change Interventions

by  
Industry and Application

Industry Sampling	Target Audience	How Utilized
<b>Bottling</b>	Upper Management, Upper Mid-Management VPs, Directors, “Targeted Talent”	Cross-Divisional Open Enrollments, Intact Teams (IT Dept.), Sales Division, Corporate Extended To Field Nationally
<b>Airline</b>	Upper Mid-Management, Middle Management Directors, Chief Pilots, Divisional Directors, Regional Managers, Dept. Managers	Cross-Divisional Open Enrollments, Intact Teams, (Flight Division, Engineering Division, Customer Service and Sales Divisions). Corporate Extended to Field Both Nationally and Internationally
<b>Retail</b>	Senior Management, Upper Management, Mid-Management VPs, Divisional Merchandise Managers, District Managers, Dept. Managers	Executive Sessions, Cross-Divisional/Departmental Open Enrollments, Intact Teams (Insurance Division, Pharmaceutical Division), Corporate Extended to Field Nationally
<b>Construction</b>	Senior Management, Mid-Management President, VPs, Regional Managers, Dept. Managers	Executive Retreat, Cross-Divisional Open Enrollments, Corporate Extended to Field Nationally
<b>Entertainment</b>	Senior Management, Upper Management, Mid-Management SVPs, VPs, Directors, Regional Managers, Dept. Managers	Executive Session, Cross-Division Open Enrollments, Corporate Extended to Field Both Nationally and Internationally

### Measurable Impact

- ❑ 9-12 month Leadership Assessment Re-measurement comparing improvement From Level 1 to Level 2.
- ❑ 9-12 month progress report on goal setting from Level 1 to Level 2.
- ❑ Interim individual coaching for participants in Level 1 to support their goal-setting achievement. This is provided by our on-staff leadership coach at LeadFirst.
- ❑ Leadership assessment results may be provided to participant’s manager for review in order to recommend additional on-going development opportunities after Level 2, if warranted (optional).
- ❑ Composite data breakdown reports provided for different areas of the organization who have attended Level 1 and Level 2 for both the Management Responsibility Survey (MRS) and the Leadership Style Inventory (LSI). These composite reports will capture and identify for management relevant trends and patterns, both positive and negative, within the organization.
- ❑ Organizational Culture Analysis (OCI) that captures and measures the kind of impact the leader development process is providing to the organization. In addition, the OCI also captures and identifies any trends within the culture that are supporting or hindering achievement.

Industry Sampling	Target Audience	How Utilized
Manufacturing	Senior Management, Upper Management, Mid-Management, SVPs, VPs, Regional Managers, Dept. Managers	Cross-Divisional/Departmental Open Enrollments, Corporate Extended to Field Nationally
Retail	Upper Management, Mid-Management SVPs, VPs, Buyers, Merchandise Managers, Retail Distribution Managers, Retail Service Center Managers, Dept. Managers	Cross-Divisional/Departmental Open Enrollments, Corporate Extended to Field Nationally
Retail	Senior Management, Upper Mid- Management, Mid-Management President, SVPs, VPs, Directors, District Managers, Sales Managers	Executive Session, Cross Divisional/Departmental Open Enrollments, Intact Teams( Sales Division and Franchise Owners/Dealers) Corporate Extended to Field Both Nationally and Internationally Company-Wide Change Implementation Project
Media	Upper Mid-Management, Mid-Management	Executive Session, High Potential Managers
Technology	Senior Team Upper Management	Executive Sessions/Teambuilding

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Industry Sampling	Target Audience	How Utilized
Banking	Senior Management, Upper Management, Mid-Management President Regional Directors, Divisional Managers, Department Managers	Executive Session, Cross-Divisional/Departmental Open Enrollment, Corporate Extended to Field Nationally.
Manufacturing	Upper Management, Upper Mid-Management, Middle Management President, EVPs Directors, VPs, Regional Directors, Dept. Managers	Executive Session, Cross-Divisional/Departmental Open Enrollment, Intact Teams (Customer Service, European Team) Corporate Extended to Field Both Nationally and Internationally
Technology	Middle Management Plant Managers, Dept. Managers	Cross- Divisional/Departmental Open Enrollments
Retail	Upper Middle Management, Middle Management Distribution Center Managers, Merchandise Managers, Dept. Managers	Cross Divisional/Departmental Open Enrollments, Intact Teams (Distribution and Logistics), Corporate Extended to Field Nationally

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