"Be a leader, not a boss!"

PLD™
People Leader
Development

**A practical approach to developing leaders
at all levels of an organization.**

People Leader Development

Our **PLD** program is designed to actually *develop* leaders. The objective is to provide individuals with some practical knowledge and people skills which they can use *immediately* to be more effective at leading a group of people.

We improve upon traditional learning and training techniques by breaking concepts down into short sessions that are fun, informative, and easy to allocate time for. We provide a safe environment where we lead an interactive discussion creating a new mindset around course topics.

PLD Syllabus

Foundational Course

Our Foundational Course is designed to provide individuals with a solid foundation to build their leadership skills upon. This course instills a new mindset, and provides some practical knowledge & people skills required for participants to begin their leader development.

Positive changes will be experienced immediately. Attendees will develop a leadership style that can be strengthened, and expanded upon as they continue to grow throughout their personal development.

Getting Started
Week 1: 1.5 Hr
- Ice breaker. Get to know each other
- Describe structure of course
- Manage participants expectations
  - *address any misconceptions*
- What issues do you experience?
- Assign accountability groups

1   Conflict - Good or Bad?
Week 2: 1.5 Hr
Week 3: ½ Hr
- Describe a NEW definition for conflict
- Discuss ways to deal with conflict

2   Managing Change
Week 4: 1.5 Hr
Week 5: ½ Hr
- Understand the human psychology of change
- Help employees transition through phases quickly.

3   Understanding Behaviors
Week 6: 1.5 Hr
Week 7: ½ Hr
- Identify & appreciate different behaviors
- Understand your employees better

4   Dealing with Difficult Personalities
Week 8: 1.5 Hr
Week 9: ½ Hr
- Identify several personality types
- discuss strategies to deal with them

5   Coaching/Mentoring Your employees
Week 10: 1.5 Hr
Week 11: ½ Hr
- Learn/know your employees on a personal level
- Leave them better than when you found them

6   Accountability, Recognition, Rewards
Week 12: 1.5 Hr
Week 13: ½ Hr
- Build a culture of accountability
- Let them know their efforts are appreciated

7   Management Philosophies
Week 14: 1.5 Hr
Week 15: ½ Hr
- Define management philosophy
- Exercise: self check (how do others see you as a leader?)
- Help participants start thinking of their own philosophy.

Conclusion: Be a Leader, not a Boss
Week 16: 1.5 Hr
- Discuss the difference
- Wrap up course.