

TRANSFORMATIONAL LEADERSHIP PROGRAMS

PREMIER ORGANIZATIONAL PERFORMANCE PROGRAMS

Transformation requires a holistic, programmatic approach. To implement real change, compelling content must be delivered through a variety of powerful methods and measured in a meaningful way. McChrystal Group leverages a combination of customized in-person and online training to maximize impact while minimizing disruption to workflow. Our unique approach is tailored to our clients' specific needs, resulting in sustainable changes in leader behaviors.

PROGRAM FEATURES



METHOD

- Promotes concept retention and application with proven adult learning principles
- Uses experiential methods to stretch participants and push them out of their comfort zone
- Employs a sustainment strategy tailored to their day-to-day workplace, complementing and minimizing disruption to normal workflow
- Organizes peer coaching to ensure accountability and cross-functional collaboration



MEASURE

- Empirically measures leader behaviors critical for organizational success
- Delivers a systematic method for customizing content based on aggregated results from the Leader Behavior Diagnostic
- Empowers individuals with insight that helps them focus their professional development
- Provides evidence of individual-level and cohort-level progress



CONTENT

- Focuses on a novel set of processes and behaviors developed from doctoral research and best practices
- Provides practical tools, techniques and models to lead an adaptable Team of Teams
- Leverages unique perspectives based on a rich and diverse experience base

Transform a network of capable leaders who can **adapt and drive the organization forward.**

PROGRAM OVERVIEW

- 6 to 12 months
- Bi-weekly, monthly, or quarterly touchpoints
- 10 to 30 participants per cohort
- Middle managers, new senior leaders, high-potential leaders
- Combination of customized experiential learning methods



BACKGROUND

FINANCIAL INSTITUTION

A global organization needed to strengthen its talent pipeline and increase retention of high-performing middle managers. They partnered with McChrystal Group to deliver an Emerging Leader Development program to fundamentally shift the way managers were leading teams.

BEFORE

CUSTOMIZATION + COLLABORATIVE PREPARATION

- Participants completed the Leader Behavior Diagnostic (LBD) to set a baseline and focus their individual development
- McChrystal Group used the LBD and interviews with senior leaders to customize the program content
- McChrystal Group partnered with the organization to select the right participants and deliver strategic communications to set expectations
- Participants received access to an online platform with videos and documents that provide logistics, set expectations, and built momentum during the Jumpstart phase

DURING

VARIETY OF EXPERIENTIAL LEARNING TECHNIQUES

- Participants explored new models and techniques, discussed real business challenges, and engaged in group activities during two-day facilitated touchpoints
- Participants engaged in stretch experiences to apply new techniques in memorable contexts
- Participants received resources and materials weekly via an online platform between touchpoints
- Participants met bi-weekly in peer teams for 30 minutes to provide coaching and support
- Participants collaborated with their peer teams to develop innovative solutions to some of the company's key challenges

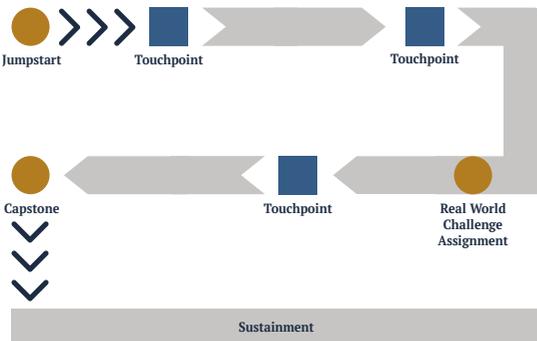
AFTER

PROGRESS MEASURED + SUSTAINED

- Participants presented their innovative solutions to the senior management team
- Participants completed the LBD again, providing evidence of progress and identifying areas for future development
- Participants retained access to the online platform with resources and materials to sustain their transformation over the following six months

PROGRAM METHODOLOGY

TAILORED TOUCHPOINTS



CONTENT

CURRICULUM MODULES

- Eliminating biases and blind spots through feedback
- Communicating with greater influence
- Increasing motivation, trust, and team engagement
- Constructing cross-functional networks
- Driving innovation through productive conflict
- Empowering teams to make decisions and execute
- Leveraging paradox for optimal outcomes
- Developing practical solutions with design thinking
- Identifying the root cause of challenges
- Developing and coaching high-performing teams