

# LEADERSHIP TRANSITION PROGRAM™ (LTP)

The Leadership Transition Program™ installs a new operating system for leaders throughout your organization. Developed around the principles introduced in “The Leadership Pipeline,” this 4 day course is designed to restore the balance of power back into the hands of leaders by building objective work values, time applications and leadership skills. Each leadership level has a distinct position that calls for adjusted values and time applications combined with new skills.

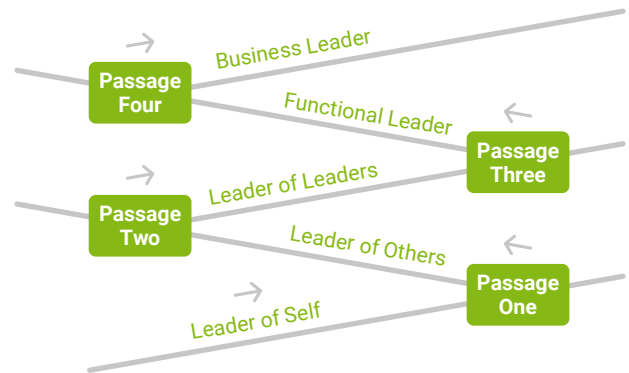
By defining what is expected of a leader at each level, the LTP creates effective leaders who have clear objectives and the tools they need to succeed. Using their own workload as a case study, leaders immediately apply the skills to allocate resources, the power of delegation, how to develop a leadership pipeline and effective team coaching.

## FOCUS ON RESULTS

The Leadership Transition Program resets your leadership approach to focus on the activities and measures that will bring you the specific results you are meant to achieve. **As a leader, you will:**

- Shift values to a culture of achieving results and away from doing tasks and activities.
- Innovate as a natural and expected part of your daily routine.
- Hold yourself and your employees accountable for identifying, owning, sharing and solving problems.
- Provide employees with role- and purpose-clarity, and a clear line-of-sight to company objectives.
- Create and enforce an environment where sufficient focus is achievable, and where everyone’s priorities align with adding value.
- Develop your organization to be equipped to handle today’s problems, so the leader stops solving problems personally and spends more time planning and anticipating for the future.

## THE LEADERSHIP PIPELINE



## THE 4 LEVELS OF LEADERSHIP

### 01 LEADER OF OTHERS

Focuses on delivering results through people by setting realistic objectives, delegating responsibility and developing key people.

### 02 LEADER OF LEADERS

Selects and develops multiple layers of leaders.

### 03 FUNCTIONAL LEADERS

Strategically contributes to developing the competitive advantage and driving functional excellence.

### 04 BUSINESS LEADERS

Responsible for the overall profit and loss of their business unit, develops and executes short and long term business strategy.

## RECOMMENDED READING



*The Leadership Pipeline*—by Ram Charan, Steve Drotter, and Jim Noel—shows how organizations can find success through developing leadership at every level by differentiating requirements by layer



*The Performance Pipeline*, by Stephen Drotter, guides you through installing the framework of a leadership powered company.