



## ***Deepening the Menu of Leadership Development Trainings***

### **Problem**

A large government agency with satellite stations located throughout the country was very familiar with Leadership Development Trainings. In fact, the Agency offered a spectrum of management and leadership skills trainings to their mid and upper level managers. However the challenge faced by this Agency was that all of the trainings being offered were external, skill acquisition programs. There was nothing on their Professional Development Menu that focused on the user of these tools and skills. The existing programs were ill equipped to help leaders define and refine their own personal toolbox. Consequently, there was a great deal of potentially useful tools being distributed, but the retention and functionality of those tools was questionable given the relative lack of self awareness on the part of the recipients.

### **Solution**

Gilburg Leadership Institute was approached to provide a different kind of training to these already highly trained Agency Leaders. The Agency started offering the Leadership Laboratory<sup>®</sup> as an open enrollment program. The Lab was designed for an already high functioning cohort of leaders and managers in the Agency. As peers, in a safe and confidential environment, participants were given the opportunity to:

- Explore their own natural strengths and limitations
- Identify and address internal resistance to achieving the results they intended
- Practice new, high leverage practices aimed at increasing their own personal and professional performance
- Define and strive for an optimal balance between professional and personal responsibilities

Lab participants met for several sessions over the course of 6-8 months, thus allowing them to reflect upon their new learning and to realize the changes they sought. Each participant was able to focus on his or her own personal concerns and challenges. The small group setting encouraged open exploration and increased the peer support available to each person.

### **Results**

The Leadership Laboratory is now in its fifth offering. Participants have consistently stated that the Lab served as a catalyst for making real and substantive changes in their life. In formal survey responses and informal anecdotes, people who have completed the program viewed the Leadership Laboratory as among the best professional development courses they have ever taken. They have:

- Shown more confidence in their leadership at work
- Identified and sought more proactive behaviors for dealing with challenging situations
- Communicated more effectively with their colleagues
- Seen real benefits from connecting with a cohort of peers within the Agency
- Found the motivation to make their careers productive and sustainable

The Agency has shown a commitment to continue offering the Leadership Laboratories<sup>®</sup> to meet the demands expressed by employees who have heard of the value of the program. The Leadership Laboratory<sup>®</sup> has proven to be a valuable addition to the menu of professional development opportunities available to Agency employees.

*For more information contact Gilburg Leadership Institute, Inc. at 413-534-6934, or visit our website: [www.gilburgleadership.com](http://www.gilburgleadership.com).*