



LEADERSHIP DEVELOPMENT

Building Leaders for Performance and Potential

BUILDING LEADERS

Leadership is the **cornerstone** of success in every pursuit and organization. In many companies, strategy and growth are constrained by a lack of effective leaders and/or a shallow bench of future leaders. CMP helps companies meet this leadership imperative through an **extensive leadership curriculum** that is customized for each company.



COMPETENCY-DRIVEN

Training and development are focused on the **skills** and **behaviors** needed to effectively lead within a specific environment. Competencies are used to develop the curriculum and create a common language and framework for leaders.

OUTCOME-FOCUSED

To gauge and reinforce the impact of the training investment, CMP introduces **key measures** to assess and reinforce the use of the competencies. This is done through both process and outcome measures.

ALIGNED APPLICATION AND ACCOUNTABILITY

For the newly acquired competencies to "stick", they need to be used soon after a session. To facilitate this, the CMP curriculum is designed to **promote the application** of the new behaviors **immediately** back on the job.

CMP marries decades of leadership development experience with contemporary adult learning approaches to build the "right" solution for each client.

LOCAL LEADER SPONSORSHIP

The credibility of the training and application back on the job needs to be supported by senior leadership. This ensures **real** and **symbolic** support with accountability for application.

STRATEGICALLY-ALIGNED

The development curriculum is customized to reinforce the **unique priorities** and **desired culture** of a company. This includes the use of relevant examples and activities.

CMP is a talent and transition firm in the business of developing people and organizations across the full talent life cycle, from talent acquisition and leadership development, to organization development and career transition support. To learn more, give us a call today at 800.680.7768 or request more info.