

CREATING LEADERSHIP EXCELLENCE



Today's Leadership Challenge

Organizations spend approximately \$450 billion/year globally on employee development and they aren't getting much of a payoff*. Often it's too generic, there's no common language, and there's limited accountability. As a result people quickly revert to their old ways. Axiom's on-site 'Learn, Practice, Reflect' model ensures the development of leaders is meaningful, personal, and implemented.

GLOBAL ORGANIZATIONS SPEND UPWARDS OF **\$450B ANNUALLY** ON LEADERSHIP TRAINING

3 4 STEPS TO DEVELOP YOUR LEADERS

Learn

Delve into critical leadership excellence topics, from the power of engaging leadership, to the gift of feedback. From delegation for development, to avoiding trust busters. Together we make it relevant to your workplace culture and create a new focus of learning, ideally on a quarterly basis.



Practice

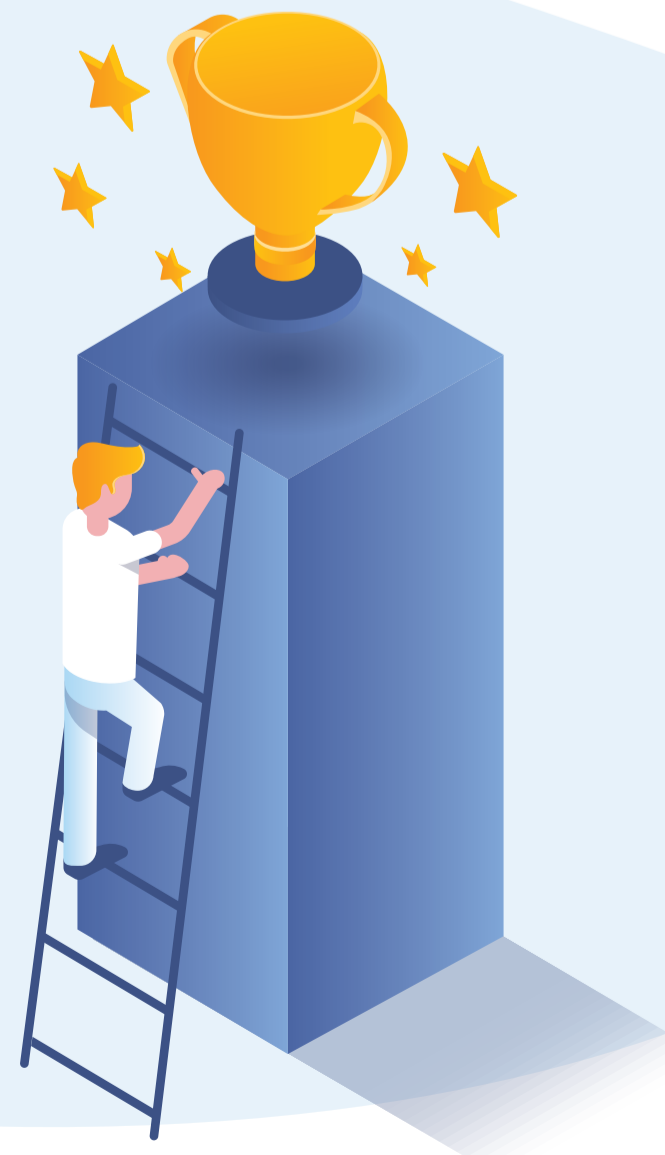
From each area of leadership excellence, participants have a takeaway that they practice over the coming months. Here they may try to connect at a deeper level with members of their team or use a new model for feedback. Perhaps they will expand their delegation toolkit, or practice new behaviours that help them be a stronger coach.

Reflect

Leaders bring it all together in small groups where they share the new approaches tried over the past month. What worked, what didn't, what they learned as a result, and upon reflection what they will do differently moving forward. Here they learn not only from their own practice, but from the practice of others.

PLUS Coaching

To truly personalize the learning, one-on-one leadership coaching works best to solidify it. While participants are trying out new skills they may have personal obstacles to overcome or unique opportunities to explore. Individualized coaching helps each leader maximize both their learning and their confidence.



* Schrader, Michael BeerMagnus FinnströmDerek, et al. "Why Leadership Training Fails-and What to Do About It." Harvard Business Review, 9 Sept. 2016, <https://hbr.org/2016/10/why-leadership-training-fails-and-what-to-do-about-it>.