Creating Leadership Development Programs Certificate

Develop your future superstars.

Certificate and Badge	Live Online, Face-to-Face	14 Hours to Complete	Aligned to the Talent Development Capability Model™	Enterprise Team Training Available

Design and implement transformational leadership development programs that nurture high performers and prepare them to take on new roles within your organization. Take your leadership initiatives beyond individual training events and build the foundation for a holistic leadership development process that begins by laying groundwork and partnering with senior executives.
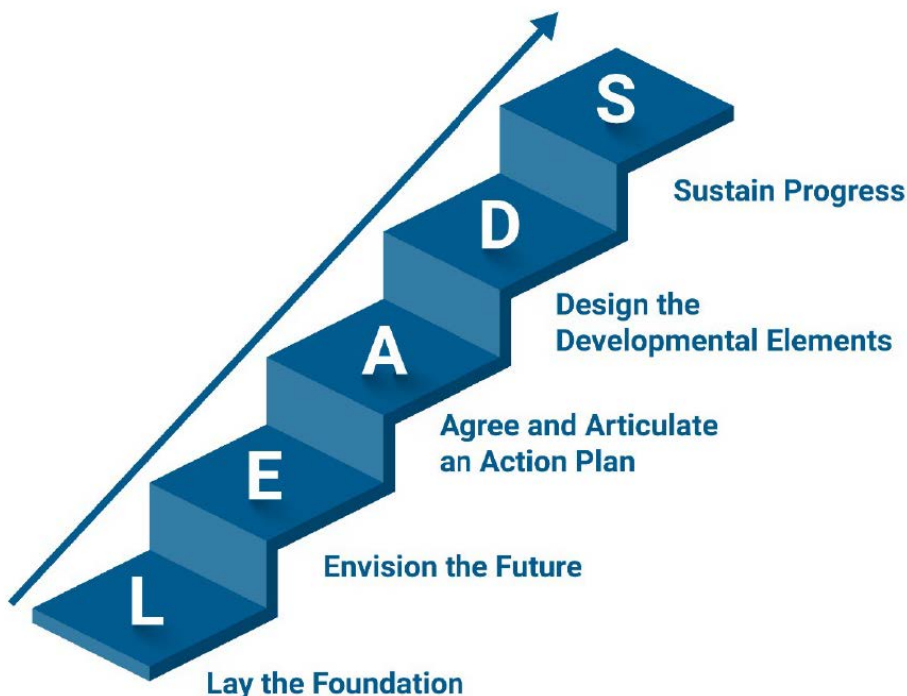
The ATD LEADS model, an exclusive model based on industry-leading research and best practices, serves as the foundation for the course. Using the model as a guide, we will explore all the components necessary to build a successful program, from establishing organizational readiness and analyzing various assessment models to evaluating leadership competencies and behaviors and their relationships to your organization's workforce needs. Six case studies help you learn from other organizations that have implemented leadership development programs. This course addresses identifying candidates and designing developmental opportunities, including creating learning events. You will also learn how to sustain programs by demonstrating their impact on the bottom line.

Earn the Creating Leadership Development Programs certificate and digital badge after:

- Attending all program days/sessions.
- Completing all the course projects and activities.

Show, share, and socialize your skills and achievements with ATD's digital badging program!

Successful participants of this program will earn the the ATD Creating Leadership Development Programs certificate and digital badge.

S Sustain Progress

D Design the Developmental Elements

A Agree and Articulate an Action Plan

E Envision the Future

L Lay the Foundation

ATD EDUCATION

Derived From ATD Research, Backed by Our Capability Model

The ATD Creating Leadership Development Programs program illuminates the knowledge and skills, as defined by our research, that talent development professionals must have to design and implement programs that develop a new generation of leadership in their organizations. The course is aligned to the Career & Leadership Development Capability of the Talent Development Capability Model™. The concepts covered in the course are reflected in the Talent Development (TDBoK™), the definitive resource for the talent development profession, covering 23 capability areas.

This program is ideal for participants with backgrounds in learning design who have a business need to develop leaders and create effective leadership programs. The program focuses on understanding and applying best practices in developing a leadership development process, including designing learning experiences that nurture new leaders. This program is not a leadership course in and of itself.

Why you should attend:

- Discover the components of planning, designing, and sustaining best-in-class leadership development programs.

- Directly align leadership development programs to your organization's culture, goals, vision, and mission.

- Review the latest research and trends on leadership development and compare best practices against your organization's current approach.

- Access more than 20 ready-to-use tools and templates to support your design work.

After this program, you will be able to:

- Use the ATD Leadership Development Model to create a leadership development program.

- Ensure alignment of a leadership development program to an organization's culture, vision, mission, and goals, as well as competencies, customer requirements, and business needs.

- Select and implement appropriate learning methods.

- List content and competencies that must be included in a leadership development program.

- List observable behaviors that display a leader's ability to demonstrate the competencies.

- Discuss a hierarchy of competencies and content for employees at the entry, mid-level, and executive levels.

- Utilize process planning checklists and other job aids to create a leadership development program.

- Measure and link the value of a leadership development program to an organization's bottom line.

- Implement questionnaires, assessment methods, and self-evaluation tools presented in the leadership development program.

- Incorporate best practices in leadership needs assessments, implementation, and identifying high-potential candidates for leadership programs.

Related Learning Opportunities:

ATD Certified Professional in Talent Development (CPTD®) *Demonstrate that you have the highest level of knowledge in the field.*

ATD Master Performance Consultant™ Program *Analyze performance gaps. Deliver impactful solutions. Foster exemplary performance.*

Change Management Certificate *Become a change leader, facilitator, and communicator.*

Consulting Skills Certificate *Build your credibility as a trusted consultant.*

COURSE OVERVIEW

Topic 1: Creating Leadership Development Programs

Identify the Organization

What Role Do You Play?

Organizational Readiness Audit

Leadership Development Process

Timeline to Build a Leadership Development Program

Topic 2: Lay the Foundation

Define Key Business Drivers

Identify Your Organizational Drivers

Engage Leaders From the Start

Open the Discussion in Your Organization

Topic 3: Envision the Future

Set Expectations

Anticipate Questions

Questions for Leadership

Leadership Competency

Ranking Competencies

Leadership Commitment

Case Study Activity (USInsure)

Topic 4: Agree and Articulate an Action Plan

Establish Goals

Determine Fundamental Design Features

Select Participants

Build a Communication Plan

Review Templates and Tools

Topic 5: Design the Developmental Elements

Development Methods

Creating a Development Mindset

Learning and Development Methods

Leadership Development Options: Case Study

Topic 6: Sustain Progress

Process and Systems of Sustainability

Evaluation Methods

ROE Practice (USInsure Case Study)

Concept Center Case Studies

Additional Tools and Resources

Assess Your Competency Model

Competencies and Skills Example

Competency Area Selection Tool

Design a Mentoring Program

Design Your LDP Approach

LDP Discussion Guide for Managers

Leadership Reminder Checklist

LEADS Implementation Plan

Mentee Application

Mentor Application

Mentor Partnership Agreement

Organizational From–To Chart

Organizational Readiness Audit

Rotational Guidance

Sample Candidate Selection Form

Sample LDP Application

Sample Succession Planning Review Tool

Stretch Goals Worksheet

Succession Planning Map

The ATD LEADS Model

Timeline to Build an LDP

What Participants Are Saying

"Whether you know a lot or a little about leadership development programs, this program ties all the pieces together and fills gaps. Discussions with other participants are a boon. There are multiple aha moments as well as simple suggestions to help you tackle obstacles you may have been struggling with. The program gives you the confidence that you can do it and do it right. "

— **Alamelu Vaidyanathan, Organizational Development Consultant**

Organizational From-To Chart

Use the From-To Chart to help you demonstrate what will change. It can be an excellent communication tool for your organization.

My Organization's From-To Chart

Category	Past Actions	Current and Future Actions
Talent Management Approach		
Talent Assessment & Identification		
Succession Planning & Job Movement		
Leadership Development		
Individual Differentiation		
Developmental Planning		

atd EDUCATION

Organizational From-To Chart

Category	Past Actions	Current and Future Actions
Employee Value		
Leadership Behaviors		
Skills & Knowledge		

Why Choose ATD as Your Professional Development Resource?

During the last 75 years, our mission has been to empower talent development professionals with the knowledge and skills they need to be successful and remain competitive. We accomplish this by providing learning that sticks and leads to measurable results in your on-the-job performance.

What You Can Expect From an ATD Course

✓ Research- and competency-based learning with applied adult learning principles

✓ Hands-on practical activities

✓ An engaging environment that builds confidence and makes learning personally relevant

✓ Actionable take-home materials to ensure real application back at work

95+
Course Topics

900+
Organizations Have Trained With Us

120+
Countries With an ATD Presence

150,000+
Professionals Have Learned With ATD Education

Ready to Get Started?

Register by Phone or Get a Consultation

Not sure what to take? Call a professional development specialist to help you enroll. They can give you course recommendations based on your learning goals and your role.

Call: 855.404.2783
Visit: td.org/ creatingleadership developmentprogramscert

Register Online

- **Visit** td.org/ creatingleadership developmentprogramscert

- **Choose** your preferred dates and times.

- **Click** Enroll.

- **Follow** the cart and checkout prompts.

Register a Team/ On-Site Training

Interested in bringing a course to your company as an on-site learning event?

Call: 888.816.7813
Email: enterprise@td.org

We Are Here to Help You and Your Team Learn, Grow, and Improve!

atd
EDUCATION