

4/OUR SOLUTIONS

SOLUTION 1 INSTALLING THE LEADERSHIP LEARNING SYSTEM



The leadership learning system is the fundamental system that enables the organization to develop their leaders to meet the strategic and operational requirement.

The system consist of the input the process the output and the feedback components which allows an organic platform that will continuously develop supply and sustain the right leaders for the right position at the right time. All process includes the diagnosis analysis and rebuilding of the total leadership learning system.

We would recommend the required actions and if required assess in installing this sub systems and components to ensure a robust system that will support the org directions and strategies.

SYSTEM SOLUTION OVERVIEW

A six month to one year consulting which will diagnosis, analyse and gaps established. These gaps can be addressed by co-created actions and system projects which would consist of benchmarked and innovative practices. This technology will be subsequently transferred to the Internal "Leadership Pipeline Development Unit" to ensure continuity and sustainability.

This 3 phased program will systematically install all the 10 sub-systems that will become the foundation architecture for all leadership development activities.





DIAGNOSIS & ANALYSIS

This introduction phase starts with a detailed diagnosis and analysis of the key following areas:

1. Strategic Fit & Leadership Growth Policy
2. Leadership Growth, Council & Resp.
3. Talent Management System
4. Leadership Development Solutions
5. Leadership Growth Facilitators
6. "Learning Leaders"
7. Promotion & Displacement System



SYSTEM ARCHITECTURE DESIGN

This phase will present the percentage of leaders covered through the program, Leadership Learning dispense and delivered on-time and reduction in cost of leadership learning. It will show the number of "Leadership Action Learning Projects" completed and of "Strategic Projects" supported by the "Leadership Program". Feedback would be obtained from participants, leadership council, facilitators and immediate supervisors. Reduction of the cost of "leadership learning" will be experienced by the organization.



INSTALLATION & IMPROVEMENT

This final stage will determine the percentage of "Leadership positions filled internally and percentage of improvement in the leadership Competency, Culture and Leadership Environment. It will highlight the number of cross-organization leadership upgrade/promotions and the number of Leadership' related issues resolved. ROI from impact & improvements from the "Leadership Learning Programs.