IMPROVA
TAILOR MADE IMPROVEMENT

GOLD 2021 STEVIE WINNER FOR GREAT EMPLOYERS

atd Association for Talent Development

JOURNEY

LEADERSHIP DEVELOPMENT

A tailored, measurable leadership-development journey designed to turn learning into workplace behaviour.

01 **JOURNEY** is our two-time **ATD** Excellence in Business and one-time **Stevie** Gold awarded approach to Leadership Development.

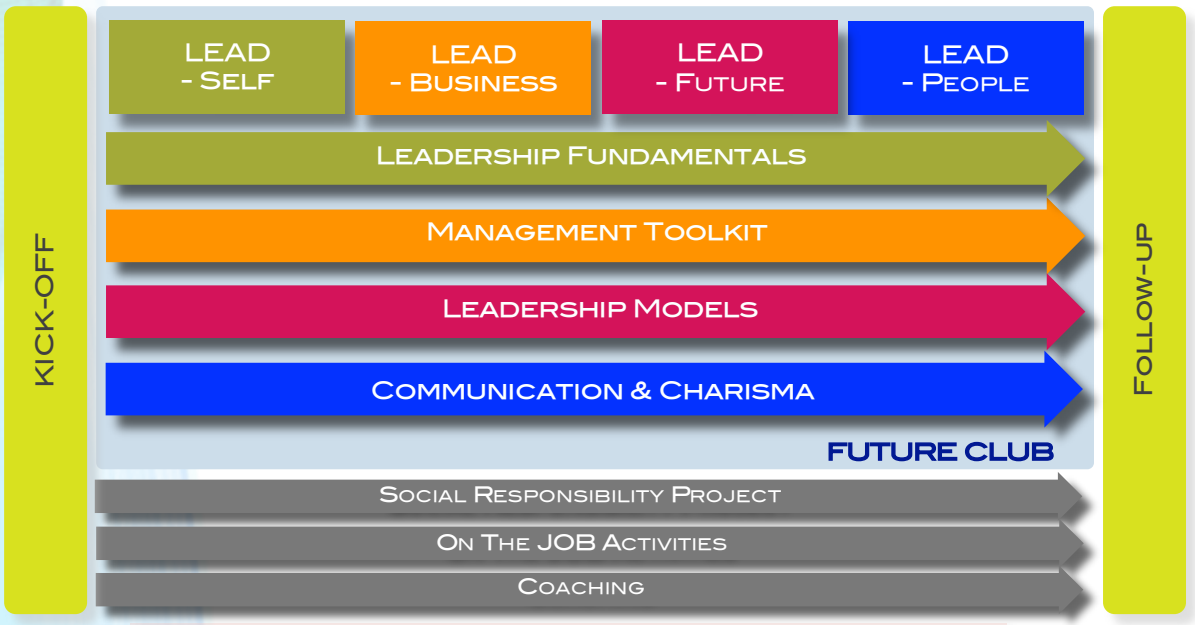
02 **JOURNEY is fully measurable.** It increases business performance, boosts employee motivation, disrupts comfort zones.

03 **JOURNEY is tailored** around your strategy, leadership needs and unique business content, thus bringing success.

04 **JOURNEY is delivered by seasoned professionals** who have led teams, faced similar challenges and found effective solutions.

How a JOURNEY is built

Every JOURNEY is customized and takes learning not as an event but as a holistic process with multiple reinforcing elements such as assessments, practical learning, coaching, projects and follow-up sessions according to the needs of different talent populations.



An example of JOURNEY, distributed over a year, is shown above

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JOURNEY at a glance

From leadership learning to measurable workplace application

21% better annual performance

Participating branch managers outperformed peers in annual performance measurement.*

** Measured by a major bank following the JOURNEY implementation. Results may vary by context and design.*

How JOURNEY Works

ASSESS	DESIGN	DEVELOP	MEASURE
Understand needs, expectations and development priorities.	Build the journey around the capabilities leaders actually need.	Combine learning, application, coaching, projects and peer learning.	Track behavioural development and business-performance outcomes.

Selected Development Areas

Content is selected and customized according to organizational and participant needs.

Leadership Fundamentals	Management Toolkit	Leadership Models	Communication & Teams
Visionary leadership Strategic thinking Leading change Trust & role modelling	Motivation Feedback Performance management Prioritization	Dynamic leadership Leaders as coaches Delegation Mentoring	Influence & presence Difficult conversations Negotiation Team effectiveness

Selected Experience

UNIVERIS Canadian Wealth Tech
- ✓ Leadership development Journey hybrid program
- ✓ 360° assessment and workplace application

KPMG Professional Services
- ✓ Senior Talent Development Center
- ✓ Leadership Readiness Webinars

B/S/H/ Bosch & Siemens Hausgerate
- ✓ 3D Performance Management System
- ✓ 12% growth in the region

BNP PARIBAS
- ✓ Europe's largest bank,
- ✓ Leadership development Journey full program
- ✓ 2015 ATD winner

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What does your organization's JOURNEY need to achieve?

Let's design it together.

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