

Leadership Development Programs

White Paper

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We've all heard the expression “there is no such thing as a silver bullet” yet, Leadership Development Programs (LDP) keep succeeding. The definition of “silver bullet” reads “a simple and seemingly magical solution to a complicated problem.” Are Comskil’s LDP’s a fluke or is there something to this?

Comskil specializes in transforming individuals, teams, and organizations. Our experienced and wise, certified and licensed coaches, instructors, and facilitators are some of the best in this field. Whether we are providing training, team building or coaching, clients love us and experience real change. It is through an integrated approach (of all of these services) that our client’s responses are over the top. Their testimonials feel good, but is it just that our clients like us or is there more to it?

LDP’s typically include coaching, (as defined by the International Coaching Federation (ICF) “as partnering with clients in a thought-provoking and creative process that inspires them to maximize their personal and professional potential. The process of coaching often unlocks previously untapped sources of imagination, productivity, and leadership”), assessments, transformational (not tactical) training, and team coaching. What is it about these LDP’s that makes them so successful at transforming individuals and teams? Is it when these disciplines are combined that the magic happens? If so, why?

A Comskil LDP is somewhat akin to Reese’s Peanut Butter Cups or chocolate chip cookies—peanut butter and chocolate alone taste good; chocolate chips and cookie dough alone tastes good—when together (peanut butter and chocolate or chocolate chips and cookie dough)—the magic happens.



While our client testimonials seem like our LDP’s are a silver bullet, and we are clearly making metaphorical Reese’s cups (the ingredients into our LDP are training, 360 assessments, coaching sessions and Capstone projects). Our LDP’s are much more than a simple solution to a complex problem. The work we do behind the scenes to plan and facilitate our LDP’s is detailed, multi-faceted and well thought out. And our people doing the work, well, they do bring a little bit of magic to their work, whether an LDP, training, or a coaching session!

LDP’s are a dedicated time and space for the participants to focus on their leadership style, their growth, and their personal transformation with permission from the organization. It is a bounded timeframe free of other responsibilities, under the direction of expert instructors, confidential coaches, and a 360-evaluation providing feedback from bosses, peers, and subordinates. Participants have a fail-safe place to think through, try out, possibly fail until successful, and then, practice new behaviors turning them into new habits. Ultimately, showing up in the workplace as a better leader. All done through the guidance of Comskil’s experts in an LDP that encapsulates the practices of coaching, training, assessments, and a capstone project.

Comskil LDP's are successful due to the combination of a dual focus on the development and growth of individuals and on teams or groups over an approximately 6-month period of time respecting that participants have their day jobs to do too. Giving individuals time to grow, to become more self-aware, and to change their behaviors in a safe and comfortable format certainly feels like a silver bullet. We know the science though, over time, new neural pathways are developed and with practice become new habits.

A leaders transformation begins with examining their values and what is fundamentally important in their personal and work lives. They examine how their values present in their thoughts and behaviors. This awareness helps to make sense of their level of happiness and satisfaction within themselves and their work. It provides insight regarding what is important to them when they are leading. It impacts how they set expectations and give feedback. For someone who is a perfectionist, their work will be of top quality, but they may struggle with time management, delegating and trusting others.

Next, we focus on how others see them. Through feedback from a 360 leadership assessment (we use The Leadership Circle Profile, recognized as the best assessment in the industry) awareness is gained of self as aligned with others in the workplace. Feedback is requested from bosses, peers and subordinates and given through the 360 assessments. The Comskil coach provides coaching sessions to deliver the feedback from the assessment report. Our coaches through the coaching sessions and instructors through the training classes are there to make sense of the feedback in a safe and kind way for each participant. This can be life altering.

From the insights and awareness that is gained from the 360 feedback, the coaching sessions and the training sessions, patience, tolerance, listening, and appreciation of self and others is expanded. Awareness and management of emotions is deepened.

The outcomes for leaders are they are more flexible, adaptable, resilient, and resourceful. Leaders become empowered and autonomous. When you have leaders that are more flexible, adaptable, resilient, and resourceful, your organization becomes more cohesive, synergistic, resilient, creative, and productive.

We do the heavy lifting. Our LDP's provide our clients with lasting connections among their leaders and team members; significantly evolved and wiser leaders and team members; and a profoundly improved workplace. Our LDP's are the Silver Bullet for organizations. They are the Reese's Peanut Butter Cup for executives and leaders who know that a little investment (an LDP) in themselves and their staff can change their teams and their organization for the better for now and the long-term.



Testimonials

“This was the best group seminar we've ever had. I think it really took the conversation outside the box - helping energize our new team members and helping mitigate stress load of existing members.”

“Great training!”

“I have matured in ways I did not set out to when I started the program. But I am also humbled in recognizing the many areas I still need to improve.”

“Coaching was invaluable to help me work on areas that were identified as areas that needed improving.”

“The importance of continuing growth/learning to develop as a leader”

“A safe space to share concerns and insecurities.”

“My coach was excellent. I learned a lot and realized the benefit of coaching. I recommend it for future cohorts. I also will consider coaching services in the future. I even recommended it to close friends already.”

“As a leader, you can work with others and be resourceful, but overcoming your biggest challenges are often internal.”

“Expanding my mind.”