

Why Leadership Development Initiatives Succeed

LMH Services finds that three major factors influence the success of leadership development initiatives: alignment, integration and resources.

Alignment

Leadership happens in the context of your organizational culture and the larger marketplace...

Integration

Leadership development programs, such as 360-degree assessments and executive coaching, can be perceived as the latest "flavor du jour" if they are not properly integrated with your organization's strategic initiatives...

Resources

Leadership development remains a nice idea unless it has teeth - appropriated resources of time, support and money...

LMH Services works with you to assure the alignment, integration and resource capabilities necessary to provide a seamless approach to your leadership development initiative.

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LMH Services' Integrative Approach

Our approach to leadership development is designed to respect your complexity, without being complicated. While recognizing that "the map is not the territory," we find that assessment - with seamless integration - of the following four factors is the foundation for success:

Quadrant 1: **Context** – the 10,000-foot View

Leaders lead in a specific context - time, place, and business environment. If you don't know where you're going, any road will get you there...

Quadrant 2: **Self-Assessment** – the Inside View

Self-awareness is the cornerstone of emotional intelligence. Emotional competencies correlate highly with success in work and life – in many studies, even more so than cognitive intelligence or technical competency...

Quadrant 3: **Feedback** – the Outside View

Self-assessment without verification can result in self-deception. To design a realistic action plan, you need to check the alignment between how you perceive yourself and how others perceive you...

Quadrant 4: **Success Steps** – the 10-foot View

Assessment without action is just an exercise. On the other hand, action without targeted, prioritized direction doesn't necessarily lead to success...

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LMH Services partners with you to chart your course, from capturing that 10,000 foot view, distilling and integrating feedback, aligning your goals and actions with your organization's vision, and designing a plan of action that accelerates your learning and success. Your plan of action may include consultation, individual coaching, team coaching or other recommended development paths.



Leadership development that respects your complexity, without being complicated.

Contact us to discuss your leadership development interests.