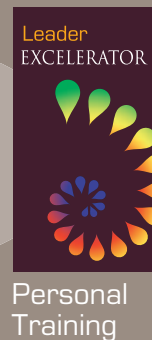


Growing Leaders *faster*



Experience is life's greatest teacher. Recognising this, the Leader Excelerator Personal Training (LEPT) programme teaches strong leaders to better harness the power of experience and transform these lessons into real benefits. Thus, high potential individuals become better leaders, faster.

Ignite Leadership Capabilities for Maximum Growth

The LEPT programme is, at the same time, highly structured and highly customised. This ensures each leader acquires the disciplines needed to leverage experience as a teacher. It also ensures company objectives and individual learning objectives are met.

The results are measurable and deliver real results to the company. Additional benefits of LEPT include:

Proactive learning

The participant is involved not only in the learning process but also in the creation of the learning experience, maximising impact.

Immediate relevance

Real work experiences garnered from the leader's job increases the leader's ability to apply his or her learning immediately at the workplace.

Individualised learning

A development plan specially tailored for the participant, coupled with a personal coach, optimises learning.

Sustained growth

Leaders build their capability to learn, creating benefits for the business and themselves far beyond LEPT.

High returns

A customised plan meticulously tailored towards company and individual objectives speeds up leadership development to sustain business growth.

“OS Leader Excelerator Personal Training is like endurance training for leaders. It equipped me with the techniques to perform better and created opportunities for me to practise what I had learned in preparation for greater challenges. Over the past year, I have grown as a leader and both the company and I have reaped positive results.”

David Fuller
VP Finance
BHPB Marketing

The Leader Excelerator Personal Training (LEPT) programme is a six to nine month development methodology combining coaching, personalised training and experiential learning to help leaders achieve exponential growth for themselves and for their company.

High Impact Development for High Flyers

The LEPT programme employs systematic steps towards accelerating the learning and development of the individual:

FOCUS — using a holistic approach, the leader defines his or her “ideal” as a leader and determines key areas for development along with the coach and supervisor

ACT I (base training) — learns how to design and execute developmental experiences, and establishes an individualised training plan which enables the leader to deliver results to the business while achieving self-development

ACT II (acceleration) — executes well-designed Action Learning Experiences aligned with business strategy to increase the volume and velocity of the leader’s development

SUPPORT — defines and activates a network of support to help the leader achieve results and build reinforcement needed for his or her ongoing development

TEST — throughout the process, measurement is used to track progress, gauge outcomes and motivate continued improvement

One-to-one coaching is employed over the whole duration to help participants optimise learning from their Action Learning Experiences.

When LEPT is the right approach:

- Business strategy requires acceleration of talent development
- Pool of high-potential leaders are identified
- Leaders are willing and open to learn more from experience
- Company has development systems in place and wants coaching to reinforce this

The Leader Excelerator Personal Trainer programme is part of the Leader Excelerator suite of offerings:

- Leader Excelerator Action Programme
- Leader Excelerator Personal Training
- Leader Excelerator Strategic Initiative

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