



Leadership Decathlon®

Focused leadership succession and organization development process that not only enables amazing levels of collaboration, but also challenges “Decathletes” to take more powerful tactical action to achieve strategic goals.

Course Categories

1. Focusing leadership succession development
2. Broadening alignment with organization direction
3. Build collaborative culture (reduce siloing)
4. Ensure successful generational handoff

Course Length

The course lasts ten sessions, once per month. Each session is customized and aligned with organizational intention. Standard process (best practice) includes four to five days to collect data about organizational strategic goals, assess current organizational functioning and strategically align the decathlon process and interviews with decathletes. A kick off session is held with decathletes and top management. A three day off-site intensive retreat is conducted, followed by monthly all day sessions. Four to eight weeks following this, an offsite advanced leadership and network process is conducted along with closure and follow up work with decathletes. The total estimated course length is 25 facilitator days of contact with Decathletes and management.

Audience*

- High potential employees (managers) and key contributors who can eventually advance to the executive level
- Key talent recognized for their technical/operational prowess and business acumen, but who need development of their human leadership
- Key talent for whom the organization wants to demonstrate value so headhunters and the competition do not lure them away
- A select team tackling a tough strategic change
- Organizations that are integrating and aligning merged cultures

**Note: The course is designed for the organization to benefit from networked relationship building that occurs naturally over the duration of the course. Therefore, we recommend that participants be selected strategically from many divisions/units and geographical areas to gain this key advantage.*

Prerequisites

In cooperation with internal human systems professionals, executive management identifies the target audience. We prefer that executive management members be familiar with our approach, and feel a sense of accountability for making the program a success. This is achieved by many executives attending our Leadership JumpStart® process. We have developed methods for allowing this to happen naturally within the process.

Delivery Means

This is delivered as an intensive facilitated experiential adult learning process applying learning into real leadership challenges. Although we can deliver this process with groups as large as 15 people, the ideal class size is less than 14, due to the intensive nature of the material.

Instructor ratio: During the intensive three day program, up-front and the second advanced leadership three day off-site, two facilitators will be used for three days due to the intensive nature of this process. All other days will utilize one facilitator.

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Course Offerings

All course offerings are customized to client schedule and locale. We prefer to do the course at an off site location that minimizes distraction. We are also an organization development consultancy and can further customize additional follow up sessions for systematic reinforcement as needed—or to address specific organizational issues or problems.

Process Includes

- Clarification of organization value and goals by executive management and internal human system professionals
- Structured process for the selection of decathletes by executive management
- Structured process for the selection of curriculum objectives by both executives and decathletes.
- Precourse interviews with decathletes and Manager Compass™ to establish baseline, targets, buy in and front-load consultant with knowledge of all participants
- Orientation “kick off” session with executives and decathletes.
- Intensive three day “Leadership Awareness Workshop”
- Eight one day meetings with decathlete group to engage in learning activities focused on the 10 performance objectives
- Between session distance learning activities
- Decathlete Change Project implemented during the program
- Three day “Advanced Leadership Awareness Workshop”
- Personality inventories, supporting learning materials and group interpretation, as appropriate.
- Our proprietary **Leadership Optimizer 75™** (or in-house 360)
- Graduation and wrap up day with executives
- Administrative time and costs

Pricing

Please call for current pricing. Cost will vary depending upon the complexity, duration and size of the assignment.



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