

# 5-D Leader Development Program Curriculum Workshop Descriptions

## Audience

This program is designed for managers and supervisors of individual contributors, front-line managers who want to advance to the next level, or high-potential individual contributors considering a move to leadership.

## Our Advantage

### Excellence in Programming

Programs are designed with the most up to date trends in leadership and continuous improvement.

### Facilitators, Coaches, Instructors

Extraordinary group - bringing their "A" game.

### Personalized Attention

One on one attention to understand individual needs.

### Safe & Confidential

Environment that allows for candid sharing and experimentation with new behaviors vital to development.

### Professional Tools

The power of assessments, job aids, and process tools to improve performance.

### Networking

We are the experts! Leverage immediate access to Paraneet's ready-made network of partner companies.

## Self-Aware Leader

This workshop will lead individuals in understanding what drives their behaviors. When the work we do is aligned with our primary driving forces, we feel energized, challenged and motivated to do better each day and work in harmony with others. Discover your drivers.

## Priority Leadership

Learn how to delegate tasks, manage expectations, allocate resources, and hold the team accountable. Master the art of efficient calendaring, keep meetings action-focused, and shift priorities when necessary.

## Problem Solving & Decision Making

Learn techniques to solve day to day problems and make efficient and conscious decisions. This session takes the attitude, that the "leader is ultimately responsible."

## Adapting to Change

Become a champion for change. Learn to take responsibility for how to react and respond to change by using a set of tools and techniques.

## Critical Conversations

Acquire the art of giving feedback, having difficult conversations while still walking away with relationships intact. Whether you are delivering a challenging message, giving tough performance feedback or confronting insensitive behavior – equip yourself with critical conversation skills.

## Business Etiquette/Professionalism

Business etiquette remains important even in today's casual business environments. Learn the protocol needed to conduct business with more confidence, know-how, grace, and efficiency.

## Apples & Oranges

This is a hands on finance simulation that shows where costs are incurred and revenue is created using a fun and engaging approach. It's business finance and awareness for everyone!

## Leadership Transition

Equips leaders with knowledge and impactful strategies that can help to successfully manage, counsel, and lead a team.

## Performance Management

Optimize your impact as a leader. Learn how to observe performance and provide feedback so team members can improve and develop performance.

## Strength Finders

Do you know your talents? Identify areas where you demonstrate the most strength, where your passion comes alive – where others think you demonstrate great ability – where you have found success. These are your talents, your strengths. This workshop will use Clifton's Strength Finder to assess, identify, and integrate your talents into your leadership journey.



## 5-D Development Program at-a-Glance

- 10 Leading Edge Courses
- 6 Peer Group Coaching Sessions
- 2 One-on-One Coaching Sessions
- Monthly Coaching Guide
- eLearning Coursework
- Levelhead Mindfulness App
- Social-Learning Platform
- All materials included

## 5-D Development Program Development Over Time is Sustained.

Leaders need time to focus on their leadership potential, learn & develop their capabilities, and understand the impact they have on their team and organization.

**LeaderPRO** offers an upgraded version of its 12-month development series with our 5-D Leader Development Program. We layer our:

- (1) **Training Workshops** with
- (2) **Peer Group Sessions,**
- (3) **One on One Coaching,**
- (4) **Guided Sponsor Involvement** and
- (5) **Networking/Relationships.**

These 5 Dimensions work together in a unique layered approach to produce confident leaders ready to embrace their role.

**Learn. Develop. Grow.**



## The 5-D Leader Development Program Process:

The 5-D Leader Development Program kicks off with an engaging webinar designed to provide participants and their sponsor an overview of LeaderPRO. We keep it easy and accessible.

- Participants will be given program completion requirements along with a workshop calendar
- Courses will be conducted in classrooms at The ParaneT Group headquarters. Some courses will be delivered in an eLearning format
- Participants will be assigned to a small peer group (4-5 peers) facilitated by an expert group coach. The peer group meets monthly to reinforce learning, network with like members, and receive confidential support and advice.
- Each participant will meet with their peer group coach for two one-on-one sessions to solidify program outcomes.
- Participant sponsors will be included in the learning experience through one-on-one sessions with the peer group coach to align the participant's developmental goals.

**Contact LeaderPRO to learn more:**  
(262) 796-2560 • [krudy@paranetgroup.com](mailto:krudy@paranetgroup.com)



**5-D Leader Development Program Overview**