

# ENHANCE YOUR CAREER



## **Create Leadership Development Strategies to Gain Senior Leadership Buy-In and Support**

**This press release showcases one of the leading online Leadership Development Certification Programs in the market. Read on to see how we are different and how we can help you become the go to Leadership Development Professional in your organization!**

### **About the Leadership Development Certification Program (LDLCP)?**

The Leadership Development Certification Program (LDLCP) helps you create leadership development strategies using OD approaches to gain senior leader buy-in and support. Through this Program you will be able to identify a leadership development framework that is tied to business strategy, learn from the best practices of leading organizations, and be able to practice leadership development more effectively.

### **How the Organizational Development Approach Sets Us Apart**

The Leadership Development Certification Program at the Institute of Organization Development is different from other Leadership Development Programs because it helps you to develop Leadership Development strategies through the use of Organization Development methods, tools, and approaches. We specialize in Organization Development and can facilitate you through the process with greater precision.

Organization Development (OD) tools and techniques help organizations solve critical business challenges and implement change more effectively--these methods are essential to use and apply in Leadership Development Programs because they foster alignment of key areas, build support for the Program within the organization, and bring about more sustainable and effective results than

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other methods. Leadership Development Programs often fail because of a lack of coordination and buy-in from key stakeholders--the knowledge and practice of OD within Leadership Development, helps overcome this challenge.

### **What People are Saying**

**"I really appreciated the stories and actual events that were shared, the amount of help that was offered and given and the overall group cohesiveness! Thanks to both of you for the opportunity! I feel so much better about my overall program and the project. While it's a lot of work I really appreciated the structure of doing it.--" HR Manager"**

*If you are looking for a Leadership Development Professional Certification to further your skills and advance in your career, look no further. This Program will give you all the Organization Development and Leadership Development tools necessary to develop and implement a Leadership Development Program that is right for your organization!*

### **Learning Objectives**

You learn how to:

- Gain an overview of leadership development and why it is essential to introduce it within organizations
- Identify how to implement leadership development strategies
- Recognize research-based models and best practices for leadership development
- Enhance your credibility as a leadership development professional
- Build a business case for leadership development
- Select assessment tools and define competencies, analyze data and debrief results to create development plans
- Design an implementation plan to effectively execute, and implement a leadership development program
- Determine a successful Succession Planning Model that focuses on developing successors, identifying their needs and implementing development plans
- Recognize how to identify high potentials and build a talent pool and facilitate the annual talent review
- Conduct post implementation measurement and follow-up

### **Course Topics (Each topic is delivered in one session/ month which lasts 3 hours)**

1. Introduction to Leadership Development Best Practices
2. Defining a Leadership Development Strategy - Building a business case and buy-in for leadership development
3. Developing a Leadership Pipeline
4. Developing Competency Models; Behavioral Assessment Tools and Analyzing Development Needs
5. Implementing a Succession Planning Program
6. Selecting and Developing High Potentials
7. Tools for Developing Leaders
8. Analyzing Results of the Leadership Program and Developing Global Leaders

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## Benefits of this Certification



"The use of this seal is not an endorsement by the HR Certification Institute of the quality of the activity. It means that this activity has met the HR Certification Institute's criteria to be pre-approved for re-certification credit."

- Learn a blended approach to leadership development which incorporates assessment instruments, structured experiences, coaching, simulation activities, and case studies.
- Focus on how to develop leaders to impact an organization's bottom line.
- Learn how to plan, design, and implement a program to support leaders to achieve greater success.
- Gain a wealth of information from our eight comprehensive participant guides which will help you prepare a Leadership Development Plan for your organization
- Attend sessions which are online and convenient
- Apply your learning immediately to the workplace with the OD Tools we provide you
- Become eligible for 24 HRCI Credits which you can apply towards your PHR/SPHR re-certification
- Receive free Coaching from our knowledgeable and experienced team of facilitators and professionals
- Network globally with Peers and Professionals in the field and gain valuable, current knowledge about Leadership Development

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## Don't Miss this Opportunity for Your Professional Development!

**We are now registering for the LDCP Program. Enroll Today!**

Apr 22, 2015-Nov 25, 2015, 8:30-11:30 AM EDT

[Register Now](#)

### Who Should Take This Course?

- Organization Development Professionals - who want to expand their skills for larger and longer impact
- Learning and Development professionals - who want to lead change and improve individual, team and enterprise-wide performance in organizational settings
- Human Resource and Talent Management professionals - who want to design a leadership development strategy for their organization
- Independent Coaches / Consultants - interested in getting a professional certification and strengthening their coaching knowledge & skills
- Business Leaders and Managers - who want to identify a systemic process for leadership development to meet their organizational business goals and increase the effective of others

### Program Methodology

The Program will be online, live and be conducted through GotoTraining. There will be eight sessions conducted over 8 months. Each session will be of three hours duration.

### Facilitators

**Patricia Dammann**

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Patricia Dammann has worked in the field of Organization Development, Quality Management, and Human Resource Development for more than 25 years for major corporations such as Harris, Motorola, and Advance Auto, CSX Railroad, Burlington Santa Fe Railroad, US Postal Service, and others.

She has joined the IOD Team as a consultant and facilitator.

She has worked extensively in the area of change management, process improvement, Six Sigma, team development, problem solving, organization restructuring, delivery time and performance, and performance improvement.

Ms. Dammann is certified in Six Sigma: Process Management, Concurrent Planning & Scheduling: Project Management, International Association of Facilitators- (IAF) Professional Facilitator and Assessor, Myers-Briggs Type Indicator, 7 Habits of Highly Effective People, Development Dimensions International Instructor, and Hermann Brain Dominance Instrument

She holds an MBA and MSHR from Florida Institute of Technology; a BSILR from Cornell University and is also a Registered Nurse.

She is a member of the International Association of Facilitation and the Organizational Development Network.

**Susan Gervasi**



Ms. Susan M. Gervasi is one of our leading facilitators and the lead consultant with HRTalentPro, the consulting arm of the Institute of Organization Development.

Ms. Gervasi has extensive experience in Talent and Organizational Development in the areas of training design, development and delivery for large, mid-sized, and small global companies including Motorola and Sims Metal Management. In addition, she has proven successes in creating partnerships with businesses to promote change, develop current and future leaders, enhance employee performance, foster operational effectiveness, create corporate business schools, and develop trainer skills.

Her main areas of interest are integrated learning solutions (customized design, development, delivery, and applications), corporate business school startups, competency modeling & assessments, development planning, and leadership development and she has considerable experience in these areas.

Ms. Gervasi's work has enabled her to stimulate growth in domestic and global regions through creation and implementation of creative processes and solutions tied to critical business initiatives. Currently, she is serving as the Vice President of Programs for the South Florida Organizational Development Network and works with businesses to implement Leadership Training, Competency Models and Assessments, Performance Management, Leadership Development, and Strategic Planning.

Susan has a Master of Science degree in Specific Learning Disabilities and a Bachelor of Arts degree in Spanish and Education. She also has the following certifications: Interaction Management, Situational Leadership, Team Leadership, Personify Leadership, Designing a Curriculum, Training Needs Analysis, Process Mapping, and Leadership Architect.

### **The Cost and Registration Details of This Program**

The Program costs \$3600 for 8 months. This translates to just \$15 a day for your self-development and growth. This investment will take you a long way into your career.

We have a special discount of 15% off for registration and payment made 30 days before the start of the Program. If you have missed the discount date for this session, you can register for the next one. Please [click here to see when we are offering the next session](#).

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The Institute of Organization Development (IOD) uses Event Spot by Constant Contact and Authorize.net for registration and payment purposes. Please see our [cancellation policy](#).

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### **Upcoming Leadership Development Certification Programs**

[Calendar](#)

To register for our next Program or learn more, please click on the relevant links below.

We also have a live webinar coming up, in which you can ask relevant questions.

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