

The Leader Navigator



An organization's ability to thrive in challenging times is largely determined by the quality and effectiveness of its leadership. Organizations can change their future by developing their leadership talent to meet current and future needs. *The Leader Navigator*, based on Wilson Learning's Integrated Leadership Model, diagnoses the current state versus future needs for your leadership talent, guides the development investment for optimum effectiveness, and supports an environment where learning to lead better is an essential part of a leader's job.

The Leader Navigator diagnoses where your leaders are in terms of the Integrated Leadership Model's four roles. Three "off-the-shelf" configurations adapt the competencies from these roles to fit three leadership levels: Performance Leader, Growth Leader, and Strategic Leader. Performance Leader (first level) competencies, for instance, focus primarily on Tactician and Contributor skills.

The Leader Navigator 360-degree feedback instrument brings the Integrated Leadership model into practical use. This assessment easily configures to include different mixes of competencies across the roles to best describe your leadership environment and structure.

Integrated Leadership Model



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Outcomes

The Leader Navigator, as a diagnostic feedback instrument, adds value for individual leaders by powerfully highlighting what they need to develop. This assessment shows the gaps between the leadership the organization has and the leadership the organization needs. This gap will help chart a path for the overall effectiveness of the leadership development investment. For individual leaders, learning strengths and weaknesses is a foundation to developing into better leaders.

Learning Approach

The Leader Navigator provides high flexibility, from configuration and customization through data collection, feedback, planning, and beyond. Implementations start with a Virtual Kick-Off Meeting to set expectations, gain alignment, and set up schedules. The feedback collection process is completely Web-based; the Development Planning Session itself can be delivered face-to-face or as a webcast.

After the Development Planning Session, individual coaching is recommended. This option can provide a wide variety of development activities to help leaders grow to the fullest degree possible. In the Organizational Results Planning Session, aggregate trends are reported to help your organization base its development investment priorities on data collected directly from your leaders and those whom they impact.

Leader Navigator: Outcomes by Step

Step	Outcome
<p>Configuration and Customization (Optional)</p> <p>Select the most appropriate subset of questions from a database of 72 competencies and character elements to create the best fit and priorities for the level and needs of leaders; can also extend and modify the model and questions to include unique leadership behaviors</p>	Adaptation for unique needs and/or integration with existing competency models
<p>Virtual Kick-Off Meeting</p> <p>Engage participants, managers, and administrator in a short webcast to set expectations and answer questions</p>	Clarity on purpose, process, and payoff for participation
<p>Collect Feedback</p> <p>Email out requests for feedback to participants and their raters, track completion rates, and send out reminders as needed; provide real-time status access to client liaison</p>	Maximum and timely participation
<p>Development Planning Session</p> <p>Either in-person or via webcast, walk small groups through their feedback reports to ensure that all understand the important messages; help participants decide on development priorities, and point the way toward development resources</p>	Become aware of their strengths and development needs; gain motivation and direction for development
<p>Individual Coaching (Optional)</p> <p>Provide a pre-set block of time for a coach to be available on an as-needed basis for individuals who may need a little more help or support</p>	Increased rate of successful development
<p>Organizational Results Planning Session</p> <p>Provide a briefing (usually via webcast) to senior stakeholders to report aggregate trends and insights about development needs at various organizational levels</p>	Able to prioritize development investments based on facts

Continued

Wilson Learning has a very flexible capacity for instruments like *The Leader Navigator*, customizing and delivering more than 400,000 reports in less than one year.

Continuing Development

Leaders plan and prioritize their continuing development as part of the feedback process. Leaders receive specific recommendations for how they can most effectively develop their capabilities in the form of on-the-job activities, books, and training courses.

Wilson Learning can support further development in the form of appropriate leadership development programs for group needs or coaching to meet individual needs.

Organizational Reporting

Results are combined in one or more organizational reports to show the actual patterns of strengths and development needs within the population of leaders.

As part of our standard service, we present these results in a webcast briefing to senior leaders, as described above. Many organizations use this report as a needs analysis to target their development resources where they are most needed. Optionally, reports can be generated for various subgroups of the whole organization to get an accurate reading of the specific development needs of leaders within a department or division.

This offering, like all others from Wilson Learning, can be customized to reflect your environment and business priorities and can be integrated with your processes.