

# Core Leadership Practices™

**Build dynamic leadership on solid foundations.**

## Benefits

- Integrate effective leadership tailored to your organizational culture
- Translate the vision and strategy of your executive team into reality
- Springboard staff engagement and secure strategic traction by clarifying leadership standards

## What are the Core Leadership Practices™?

The Core Leadership Practices™ (CLP) are the four foundational practices that any manager or leader must utilize in order to effectively achieve the goals of the organization through the people that he or she leads.

These practices apply to all Managers, at all corporate levels, in all sectors: Align responsibilities, Build effective teams, Connect well with direct reports and Delegate successfully, or “ABCD”.

### The 4 Practices

**Aligning**  
**Building**  
**Connecting**  
**Delegating**

### The 4 Principles

**Managerial Accountability**  
**Judgment and Discretion**  
**Dialogue**  
**Trust**

The ABCDs are grounded in practical theory and science, and are easy to understand and use. They form a map to guide Managers through the job of leading.

Underlying CLP are the four Leadership Principles. They are fundamental and universal touchstones to enhance and clarify the application of the Practices.

## Delivery of the Core Leadership Practices™

CLP is customized and scalable, and can be delivered in half-day to multi-day sessions depending on the leadership needs of your organization. The foundation of CLP delivery is ensuring complete appreciation of the Four Practices and the Four Principles. This can be done in many ways, including classroom delivery, and facilitated team building sessions.

For example, a complete multi-day rollout could include:

### Customization

- Customize the curriculum to reflect your company's culture, context, language and models
- Link the learning to real-business projects
- Assess your participants' current capabilities (360° feedback assessment)
- Determine the best deployment options

### Executive Briefing

- Align the executive team to the Core Leadership Practices™
- Prepare the executive team to deliver tri-level team building

### Tri-Level Team Building

- Ensure clarity around your executives' vision and strategy
- Establish clear norms for leadership performance and team work, and sets standardized benchmarks throughout teams
- Provide a mechanism for greater collaboration and commitment toward the strategic goals of the organization

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