Leadership Development Level 2

Training Overview:

Leadership Development Level 2 builds on foundational leadership skills by helping experienced supervisors, managers, and developing leaders strengthen the systems and behaviors required to lead at a higher level. This advanced, application-focused course emphasizes prioritization, accountability, situational leadership, decision-making, coaching, talent development, and building leadership capacity throughout the organization. Participants will explore how effective leaders create momentum, put the right people in the right roles, develop others intentionally, and establish the daily management disciplines needed to translate leadership into sustainable organizational performance.

Training Objectives:

- **Manage competing priorities effectively** by distinguishing critical work from urgent distractions and focusing resources on the activities that create the greatest organizational impact.
- **Build daily performance and accountability systems** that create visibility, establish clear expectations, and drive consistent follow-through.
- Apply **situational leadership principles** to adjust leadership style based on an employee's capability, confidence, and development needs.
- **Strengthen decision-making** by using structured approaches to evaluate information, manage uncertainty, recognize bias, and make timely choices.
- **Coach and mentor employees effectively** using practical frameworks that improve performance while building greater independence and capability.
- **Develop individual growth plans** that identify employee strengths, development needs, career goals, and specific actions for continued advancement.
- **Build stronger leadership pipelines** by identifying future leaders, creating intentional development opportunities, and preparing people for greater responsibility.
- **Create and sustain organizational momentum** by aligning people around meaningful priorities, reinforcing progress, and removing barriers that slow execution.
- **Put the right people in the right roles** by evaluating talent, strengths, organizational needs, and role fit rather than relying solely on tenure or technical expertise.
- **Attract and retain stronger teams** by understanding how leadership behaviors, expectations, and culture influence the people an organization attracts and keeps.
- **Strengthen trust through authentic leadership** by balancing vulnerability, accountability, transparency, and appropriate leadership confidence.
- **Recognize human factors that affect performance** and design leadership practices that reduce the impact of pressure, distraction, assumptions, communication breakdowns, and other predictable sources of error.
- **Shift from managing individual tasks to developing organizational capability** by creating systems, people, and leadership practices that continue producing results without constant management intervention.

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