



LDIA is one way that CCL approaches the client's needs assessment and discovery process. By working with the organization's senior leaders and key stakeholders, we guide clients through a process of uncovering and illuminating business needs and development objectives, as well as exploring a full range of possibilities for effective leadership development initiatives.

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Recognized as a Top Provider of Leadership Development Worldwide

The Center for Creative Leadership ranked among the world's Top 10 overall providers of executive education in a 2008 survey by the Financial Times. CCL was the only institution in the survey focused exclusively on leadership education and research, placing it in the company of many of the world's elite business schools.



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Leadership Development Impact Assessment

Be sure your leadership development efforts are focused on the right things.



Leadership Development Impact Assessment (LDIA)

CCL's Leadership Development Impact Assessment (LDIA) is a disciplined, highly facilitated process for ensuring that the investments made in leadership development truly address critical business needs.

Organizations and leaders are seeking ways to rise to new levels of success. Investing in leadership talent and building leadership capacity throughout the organization is increasingly a top priority.

But there are many ways to approach developing leaders and leadership; how do you choose where to focus? The Center for Creative leadership created the Leadership Development Impact Assessment (LDIA) to help organizations focus on what is most important, targeted development efforts and achieve results faster.

What is LDIA?

CCL's LDIA is a disciplined, highly facilitated "rollup-your-sleeves" working session for ensuring that the investments made in leadership development, with CCL or any other leadership development provider, truly address critical business needs. Organizations that use our LDIA need to be serious about linking their leadership development.

But the LDIA isn't simply a facilitated meeting. CCL's needs assessment and discovery specialists use a range of creative and interactive processes to draw out ideas and gain insight into the organization's business challenges and leadership development needs.

The LDIA is an opportunity for organizational stakeholders to come together and reach consensus regarding the optimal direction for leadership development. As facilitators, we listen and learn, gather information and share best practices. Together, we stimulate the creativity and teamwork that will lead to more effective planning and implementation of leadership development programs.

The LDIA Process

The LDIA is an eight-step process that we tailor to meet your needs. Our facilitators have worked with organizations of all sizes, publicly or privately held, in diverse sectors. We customize our methodology so that your time is spent on task and on target – wherever you may be in your thinking and implementation of leadership development.

The LDIA process includes the following steps, each designed to answer key questions.

- 1 Surface and analyze stories of organizational excellence. What are the core principals, unique values and strengths of the organization?
- 2 Determine success criteria. How do you know when something has gone well in your organization? What do you accept as proof?
- 3 Envision desired results. If this leadership development initiative is successful, what could happen in your organization that has never happened before?
- 4 Develop a shared – and realistic – view of the organizational context. How do you describe the internal and external factors that influence and impact your work?
- 5 Determine the competencies and capabilities needed. What do you need to change, improve or learn to do in order to successfully navigate your contextual challenges and bring about desired results?
- 6 Analyze stakeholder needs. Who are the stakeholders for this initiative? What do you expect of them? What kind of support will they require for this work?
- 7 Assess the delivery environment. In what kind of environment do you best learn?
- 8 Generate possible solutions. What are the best possible leadership development solutions that will meet the business needs of your organization? What steps can you take to get where you need to be for continued success?

Benefits of LDIA

By clearly connecting the broad, business perspective with a leadership development agenda, you will be able to introduce new, effective leadership development processes or programs. You'll also be able to make informed decisions about emphasizing, re-focusing or removing efforts that aren't in alignment.

By going through the LDIA process, you will receive several outcomes:

- Data and feedback allowing everyone involved to share in preliminary diagnosis and to work together to set direction.
- Clarity between key business drivers and their link to potential leadership development initiative.
- More defined standards of desired leadership performance.
- Informed and engaged stakeholders who can support and participate in leadership development initiatives.

We'll also conduct an after-action review with the group to discuss the LDIA process and capture insights and lessons that might be helpful in moving a development initiative forward in the organization.

Finally, CCL will provide you with a report that summarizes the work of the group and the assessment data. CCL will also send you a draft version of the possible solutions, additional recommendations, and guidance for moving the development of the initiative forward.