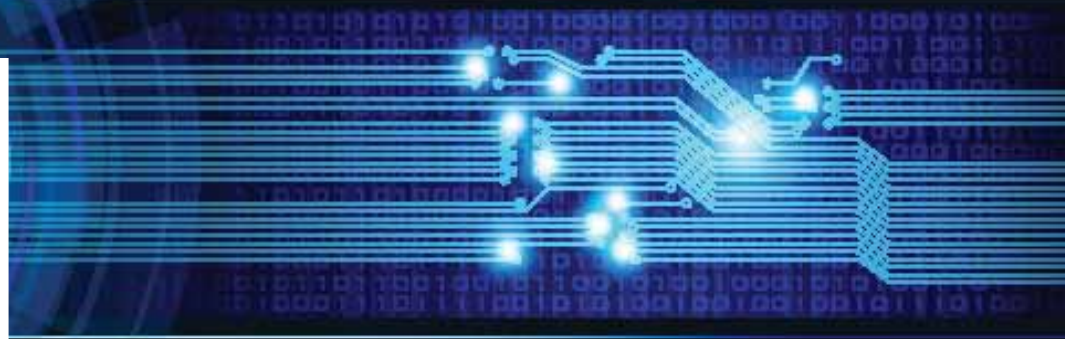


# Virtual Leadership Development



## Sample topics include:

- Develop Inspirational Leadership  
*Terry Barber*
- Overcoming Barriers to Execution  
*Robert H. Miles*
- Improving Your EQ  
*Marcia Reynolds*
- Conflict Resolution  
*Stewart Levine*
- Increasing Business Acumen  
*Phil Young*
- The Identity Effect –  
Success from the Inside Out  
*Larry Ackerman*
- Increasing Strategic Value, Transformative  
Human Capital Strategy  
*Lauri Bassi*
- Trust and Betrayal in the Workplace  
*Dennis and Michelle Reina*
- Introverted Leader  
*Jennifer Kahnweiler*

## Intersection of Business, Education, and Professional Coaching

Building the capability to achieve business goals. Education can accelerate the performance of an organization by enabling its people to adopt new concepts, new actions and new behaviors that are required by the business strategy. Education is the vehicle by which a company's people come to understand and believe in its strategy and learn to think and behave in ways that will make the strategy win in the marketplace.

## Unique Character and Structure

We are pleased to announce an effective and flexible approach to helping you meet the needs of your key employees and grow your leadership bench strength. We have combined the best of executive development and coaching and created a powerful approach to meeting your talent management needs.

## Network of world-class educators

We have built Virtual Leadership Development to grow beyond the confines of a single academic institution's faculty. We have a team devoted to finding, evaluating, recommending and managing educators who come from all parts of the world and from a remarkable set of life experiences. Every one of our educators is chosen because of their ability to create high value learning for business people.

## Cadre of world-class executive coaches

We know in working with clients over the years that it is difficult to pull leaders out of their roles for traditional classroom education due to the travel and opportunity costs and that only 20% of classroom training content is retained. Over the past 10 years we have developed and launched multiple training sessions and supported numerous training programs with our proven coaches. Our coaches work with your people to take the education sessions and turn them into real, meaningful performance via personalized coaching sessions.

## Custom education programs

Virtual education is an effective way of developing the capability required to execute your strategy. A powerful collective learning experience can shape what your people know, what they do and what they believe in a fashion that delivers extraordinary value for the investment made. An experience targeted to groups or individuals who are key to performance can yield high returns in areas of critical capability.

In partnership with you, we create programs by coupling thoughtful and practical educators with engaging learning methods with post-program personalized coaching that suits your objectives, your people and your budget.



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## How Virtual Leadership Development works

- **Strategy** – We collaboratively explore the strategic business issues driving the need for change in your people. Because successful design depends on our understanding your business well, diagnostic interviews with potential participants and senior executives may help.
- **Objectives** – Together we determine the educational needs that follow from the strategic challenge. The focus here is on identifying concrete and specific learning objectives arising from the business objectives. What has to change?
- **Educators** – Our model of corporate education delivers the right specialists for effective virtual learning and development and we optimize the selection to your budget or other constraints.
- **Integration** – All elements of the program must work together to deliver the outcome. A key part of our development approach is the timing, placement and integration of each segment of the program in the context of its goals.
- **Delivery** – We provide a full turn-key virtual program via web meetings. Participants will experience 8 - one hour interactive webinars delivered in two hour segments over 12 weeks.
- **Coaching Application** - Executive coaches conduct 6 coaching sessions with each participant to ensure program content is directly applied to their jobs, help them with implementing the content, and hold them accountable for results. Two follow-up sessions at 30 and 60 days will be conducted by the executive coaches to ensure that the course content is transferred to their day-to-day routines.

## Summary:

Now, you have a virtual program that is designed to:

- Retain your key managers
- Build targeted leadership competencies and your bench strength
- Meet the needs of busy leaders all over the globe
- Improve leadership effectiveness
- Reduce the costs of leadership development and generate a solid ROI