

How to Make Leadership Training Stick

- 1. Get Senior Leadership Buy-in**
Training only succeeds when senior leaders “show-up” for the change they’re seeking. It must be embedded in a highly visible, system-wide change effort.
- 2. Prime the Pump for Trust**
Trainee/trainer relationship begins long before anyone enters the training room. This creates a more open and relaxed training environment.
- 3. Make it Personal**
Trainees each receive 2 or more hours of 1:1 coaching where they dig deeply into leadership issues and work toward solutions in real-time.
- 4. Allow for Practice and Mistakes**
No role-playing occurs. Instead, trainees are expected to come to class with real-life management issues for discussion and exploration.
- 5. Make it Symmetric**
Everyone goes through the same training and coaching at the same time. They begin to share a common leadership vocabulary. Cohesion increases.
- 6. Build it for Long-term Transformation**
By spacing the sessions every other week, we create a rhythm of learning, reflection and practice that shifts mere knowledge into deep knowing.
- 7. Train Real Humans for Real Life**
Leadership isn’t simply about doing the things that great leaders do, but rather about becoming the kind of person who does the things that great leaders do.