

# FUNCTIONAL LEADER SAMPLE CONTENT OVERVIEW\*

<b>Transition into Your Leadership Role</b>	<b>Drive Functional Excellence</b>	<b>Be a Full Member of the Business Team</b>	<b>Select Leaders and Build the Function</b>	<b>Develop and hold Direct Leaders Accountable</b>	<b>Take Ownership of Developing Talent</b>
<ul style="list-style-type: none"> <li>• How you uniquely add value to the organization</li> <li>• Transition in:               <ul style="list-style-type: none"> <li>• Work values</li> <li>• Time application</li> <li>• Skills</li> </ul> </li> <li>• How your role as a leader is linked to other roles in the organization</li> <li>• How you free up time to be a leader</li> </ul>	<ul style="list-style-type: none"> <li>• How your function adds value to the business</li> <li>• Execute your functional strategy</li> <li>• Build meaningful KPIs</li> <li>• Build functional competitive advantages</li> </ul>	<ul style="list-style-type: none"> <li>• Value what you do not know</li> <li>• Integrate with and appreciate other peer functions</li> <li>• Become a full member of the business team</li> </ul>	<ul style="list-style-type: none"> <li>• Recruit direct reports based on their leadership potential</li> <li>• Build an agile and execution-focused function</li> <li>• Lead through multiple layers</li> <li>• How to disclose leadership potential in interviews</li> </ul>	<ul style="list-style-type: none"> <li>• Develop a coaching leadership style</li> <li>• Set SMART development goals for leadership performance</li> <li>• Build accountability and credibility around your performance process</li> </ul>	<ul style="list-style-type: none"> <li>• Identify leadership talent</li> <li>• Build the Leadership Pipeline</li> <li>• Develop leadership talent</li> <li>• Dynamic and strategic talent management</li> </ul>
<b>PERSONAL DEVELOPMENT PLAN &amp; EXECUTION PLAN</b>					
<b>WORK VALUES &amp; TIME APPLICATION ADJUSTMENT</b>					
<b>LEADERSHIP BEHAVIORS &amp; LEADERSHIP PERFORMANCE INDEX® SURVEY</b>					

\* The program will be customized to your organization