

## LTP Leadership Transition Programmes®

### What is Leadership Transition Programmes®?

The step from accepting a leadership position to becoming a successful leader calls for a fundamental adjustment in mind-set. Leadership Transition Programmes® (LTP®) is uniquely designed to support the transitions between leadership levels, which support leaders at various levels in developing the appropriate work values, time application and skills. LTP® can be customised to capture your organisations' desired leadership culture and existing HR tools. The programmes are based on high impact learning principles integrating the participants' real life situation into the programmes. This is done to an extent where the participants often feel that being at the programme is like being at their job. Therefore, the learning from the programmes can be applied instantly when the participants return to their jobs.

Each passage represents a major career transition and involves:

- **Work values** - What people believe is important becomes the focus of their efforts.
- **Time application** - New time frames govern how a manager works.
- **Skills** - New capabilities are required to execute new responsibilities.

### What's the impact of LTP®?

- Inspires the leader to lead at the right level.
- Facilitates a free flow of qualified leaders to fill the leadership pipeline.
- Creates an empowered and engaged organisation.

### Leadership Pipeline Model



### What value does LTP® add for you ?

- Provides strategic and systemic approach to leadership development.
- Strengthens the organisation's ability to identify leadership talent and enables reliable succession plans.
- Ensures a clear line of sight between overall business objectives and objectives for the individuals in the organisation.
- Builds a performance culture focused on delivering results.
- Enforces accountability for delivering results and developing leadership talent.



## L T P 领导力转型项目®

### 领导力转型项目®是什么？

从接任领导职位到成为一名成功的领导者，领导人需要在心态上进行根本性转变。领导力转型项目旨在辅助各层级领导者顺利进入新的领导角色，完成领导力转型。它帮助处于不同阶段的领导者发展恰当的工作理念、时间管理和领导技能。

领导力转型项目®依据企业自身所渴望的领导力建设和现存的人力资源管理工具定制，将具高度影响力的学习原则及学员的真实工作状态整合到项目中，使学员感到参与项目就如同在工作中一样，并能在项目结束后迅速学以致用。

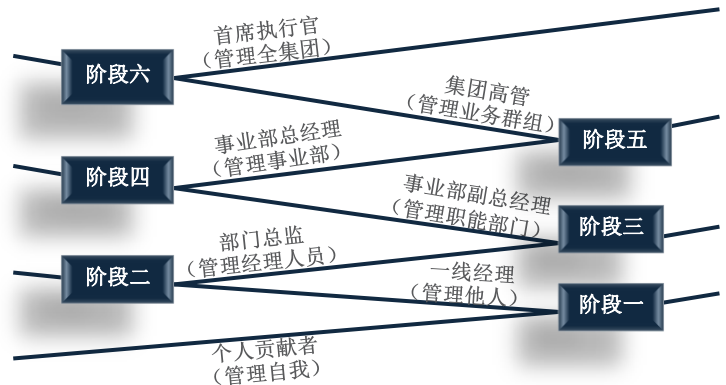
### 领导者的每一次晋升，都需要在以下三方面实现转型：

- **领导技能：**培养胜任新职务所需要的新能力，提升领导力
- **时间管理：**重新配置时间精力资源，决定如何高效工作。
- **工作理念：**更新工作理念和价值观，让工作聚焦重点。

### 领导力转型项目®能给企业带来哪些影响？

- 启迪领导人在正确的层级上领导
- 帮助胜任的领导者充实到领导梯队中
- 建立一个精细、敬业并且充分授权的组织

### 领导梯队模型：



### 领导力转型项目®为企业增加哪些价值？

- 给领导力发展提供战略性和系统性的方法
- 提高识别领导型人才的能力，使组织能够做出可靠的继任计划
- 使员工工作目标和企业战略目标保持一致
- 建立结果导向型的绩效文化
- 对培养领导人才负责，对提供结果负责

