



# RESULTS STORY

## Leadership



*Real Results!*

**Clear Expectations**  **Support /Direction**  **Feedback/ Follow-up**

Being an effective Leader is a function of your skills, your behaviors and your style. Leadership is an influence process and should be very task specific.

Leadership is about setting **Clear Expectations** of the desired results. This can be accomplished through two-way conversations, making sure that the expectations are clear with both parties and ensuring that there is mutual agreement. It's about making sure that you are providing **Support/Direction** as their competence and commitment increases, and ensuring that **Feedback/Follow-up** on task performance is provided.

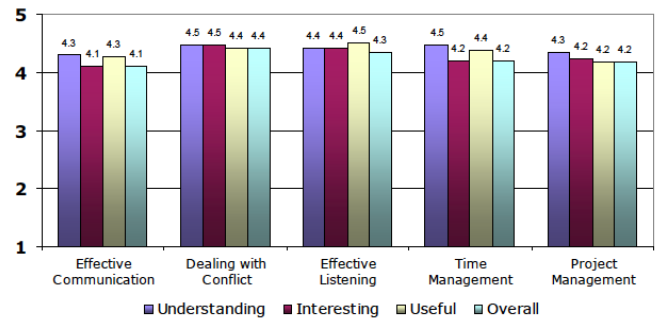
Classroom training is an important requirement as it provides a foundation for understanding the tools and skills required to be an effective leader. It allows for learning opportunities, small group discussions, role-playing and an atmosphere for experimentation of the new skills learned.

But all too often Classroom training is forgotten once back in the workplace. Emails are overflowing, the job has progressed and the "real work" needs to be done.

Crucial to the process is follow-on coaching, allowing people to practice their new skills, on the job and being provided with real time feedback on their improvements.

Not only do we think that feedback is important in developing leaders, it's important to continually improve our leadership program.

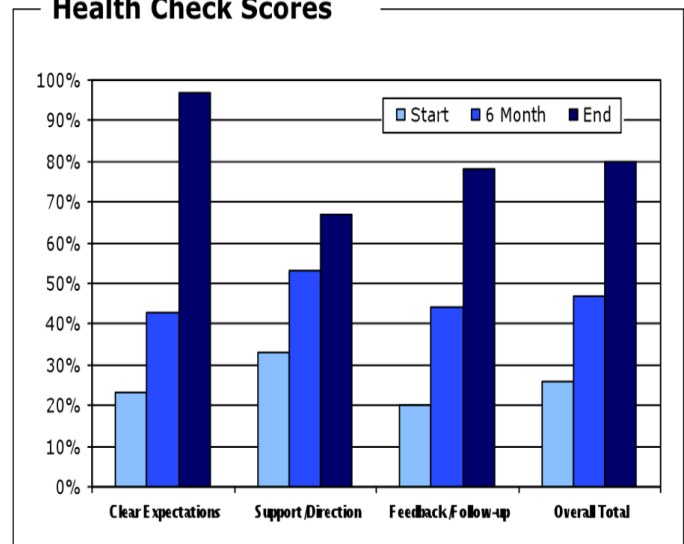
### Leadership Development Session Feedback



**Feedback is the breakfast of Champions!**

The above chart indicates the feedback scores for one of our leadership sessions.

### Health Check Scores



This project, illustrated above, was with the emerging leaders of one the regions of an International Deepwater Drilling Company.

Over the one year period of this Leadership Development program, this region showed an almost 200% improvement in overall Leadership skills of the program participants; as measured through an internal Health Check.