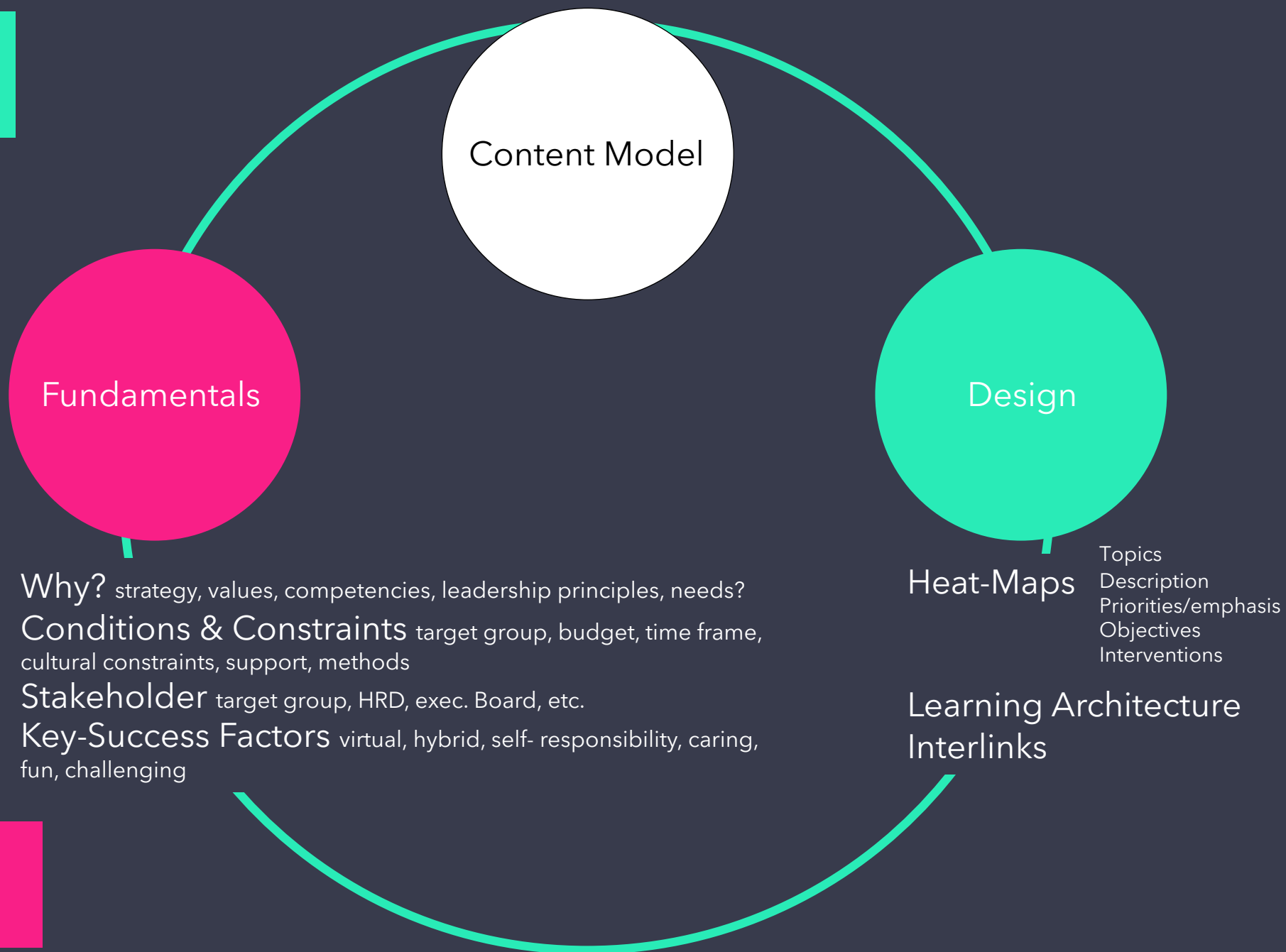


SHAPE your **Leadership Development Programme**



How to design a
Leadership Development
Programme?



CLP decided on a three-step process to SHAPE and amend Leadership Development Programmes.

Starting with the fundamentals, determine WHY this future LDP is important, based on strategy, competencies, leadership principles, etc.

Conditions describe the target group, budget or job constraints. Key-success factors give the future LDP its uniqueness.

Step 2 is the content model which is the programme and its content in one picture. See next slide.

Step 3 is the actual design. Here, heat-maps clarify the last programme questions before the actual design of the learning architecture begins.

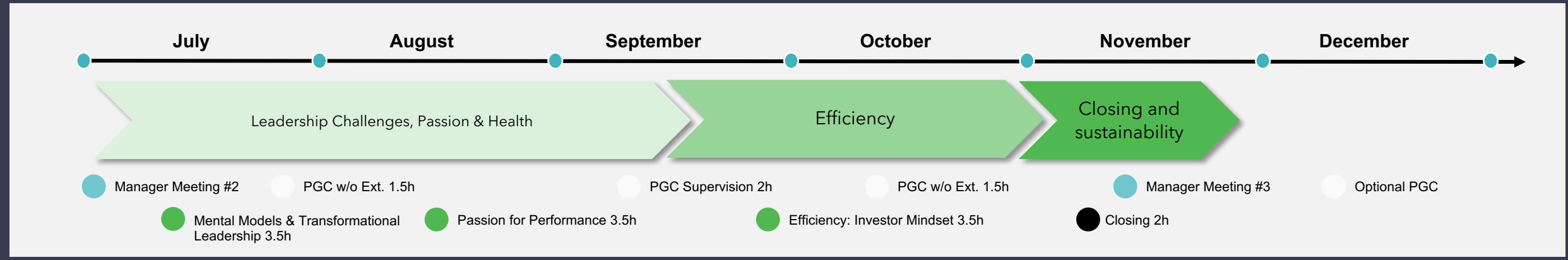
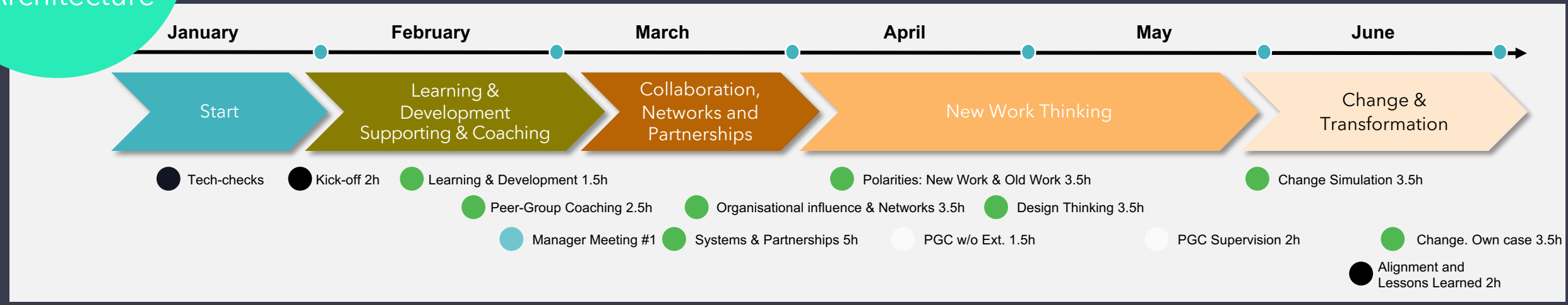
Content Model
--EXAMPLE--



This example content model is based on the interplay of the organisation's strategy, their leadership principles and the emphasis on the leader's personality (triangle).

The inner circle is built on an extended version of Senge's Learning Organisation. The outer ring shows the actual content of the proposed Leadership Development Programme.

Design
example
Learning
Architecture



LDP for top-leaders, 100% virtual

● Virtual Classroom	● Manager Meetings
● Official Start, Alignment Closing	● Peer-Group Work

Want to know more about SHAPE
to rebuild your leadership development offerings,
please contact us.

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