

## Leadership Competency Development Programme

New Challenging Economic and Business Climates will demand even more from Business Leaders and Managers and with tighter budgets monies spent on development need to be targeted and focussed on those skills and behaviours which are needed to drive the business forward. The following process helps companies identify these competencies and create targeted cost effective learning activities for their management and leadership teams.

### Who is it for?

Leaders and Managers who are keen to develop their skills and make a real contribution to the success of the Company. Companies who recognise the potential in their employees but who also want a return on their investment.

### Benefits:

#### The Benefits to the Employee:

- ◆ Awareness of development gaps.
- ◆ Structured learning programme targeted to each individual.
- ◆ Feedback, mentoring and coaching to support learning.
- ◆ Development in the competencies needed for Business success and personal growth.

#### Benefits to the Company:

- ◆ Understanding of Competencies needed for Business Growth.
- ◆ Awareness of competency gaps.
- ◆ Structured plans to target the gaps.
- ◆ Learning activities that provide a return on the investment.
- ◆ Immediate evidence of impact on bottom line.
- ◆ Input into Talent and Succession Planning.

### Why use Tonic 4 Business?

We have many years experience working with management and leadership teams and supporting organisations in Competency Development and structured value add learning activities that contribute directly to the bottom line. Our approach is specific to the needs of the business, delivered quickly, effectively ensuring return is significantly greater than the investment.

### Areas it Can Support



### How Does it Work?

The leadership competency development programme is tailored to suit the needs of the Company but the general approach is as follows:

- ◆ Assessment of Core Competencies needed to drive Business Growth.
- ◆ Diagnosis of current competency strengths and areas for further development (at organisation and individual level).
- ◆ Design of learning activities to address competency gaps.
- ◆ Delivery of learning programme.
- ◆ Measurement Process to determine effectiveness of learning interventions.

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