



Business Impact Leadership® Mid-Level Series

Elevate your operational leaders to the top of their game

Companies are only beginning to understand how essential strong mid-level leaders are for successful strategy execution. As the conduit between executives and frontline employees, mid-level leaders are the “make it happen” people who turn your organization’s goals into reality. But with ever-increasing spans of control, fierce competition, and challenging economic times, their jobs have gotten tougher—often overwhelming. In many cases, mid-level leaders just aren’t prepared.

DDI’s *Business Impact Leadership®: Mid-Level Series* develops stronger, more engaged leaders who can deliver your company where it needs to go. Ten courses build skills and confidence in four critical areas: driving performance, managing horizontal integration, leading and developing talent, and making tough decisions. The development series offers case studies, discovery learning, self-insight tools, peer learnings, and networking opportunities perfectly suited to the mid-level audience. As a result, the curriculum is highly relevant and immediately applicable back on the job.

The Benefits

- Connects development to the business context to create real business impact.
- Builds highly capable leaders who can take your business where it needs to go.
- Fills your leadership pipeline with leaders ready for greater responsibility.
- Develops a high-performance culture that inspires your workforce to new heights.
- Increases engagement and retention of top performers by acknowledging their value and giving them skills they can use today and throughout their careers.

The Details

Relevant, engaging, and extraordinarily focused on application—ten learning experiences enable mid-level leaders to meet their mandate and drive the success of their organization.

- **Coaching for High Performance:** In this course, leaders develop multi-directional coaching skills and learn a proactive inquiry method for more effective development discussions.
- **Cultivating Networks and Partnerships:** Leaders learn how to build strategic partnerships, leverage networks, and evaluate their current alliances to close gaps in knowledge and perspectives.
- **Developing Organizational Talent:** Leaders learn to define the current state of team development, as well as the ideal, future state, by pinpointing team and individual strengths and growth needs. They will also understand how to identify and develop high potentials for future leadership roles, assess the impact and effectiveness of development efforts, and provide feedback.

- **Instilling a Culture of Innovation:** Participants examine their role along with the leadership behaviors that foster a culture of sustainable, value-added creativity.
- **Influencing for Organizational Impact:** Leaders who manage cross-functional teams must hone their powers of persuasion, if they wish to lead colleagues outside their reporting structure. Here, leaders create an influence strategy to communicate their ideas and recommendations and drive changes that will have a positive impact on individual, team, and organizational performance.
- **Leading with a Global Perspective:** Leaders develop a long-term strategy for leading in a global environment, with careful consideration of how their own leadership skills and cultural orientations will play out across geography's, people/cultures, and business conditions. The course enhances global acumen and perspective.
- **Making Change Happen:** We hold leaders responsible for the “breakthrough” that will catapult the business forward despite increasing competition and other barriers to success—but without helping them with the HOWs. This course teaches the nuts and bolts of driving change—how to manage stakeholders’ viewpoints, communication, and buy-in.
- **Mastering Decisions Dynamics:** Leaders learn a decision-making discipline that sorts through the complexity to manage complex dynamics and overcome the forces both within themselves and across their organization that can compromise their decision-making ability.
- **Mastering Emotional Intelligence (EQ):** Leaders can’t do it alone. They need to understand how growing their own emotional intelligence contributes to improved performance for their teams, their partnerships, and their organization. Leaders learn to prevent the emotional hijacking that can interfere with personal intentions and organizational outcomes.
- **Translating Strategy into Results:** Leaders discover how to engage themselves and their teams, and overcome the challenges that interfere with strategy success.

To learn more about DDI:

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