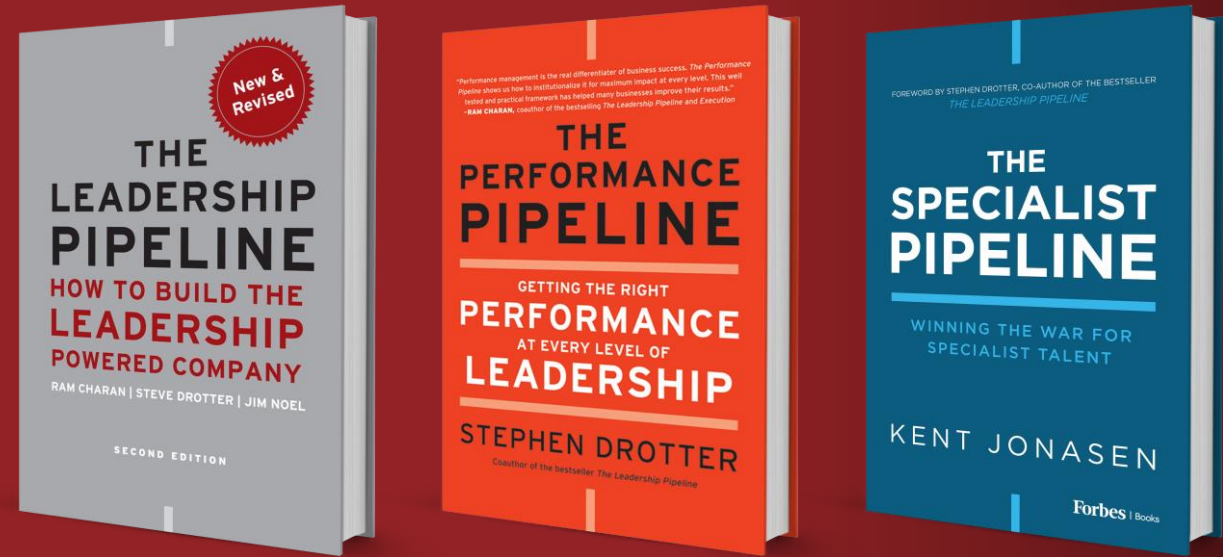




LEADERSHIP PIPELINE INSTITUTE®



# We Wrote The Book

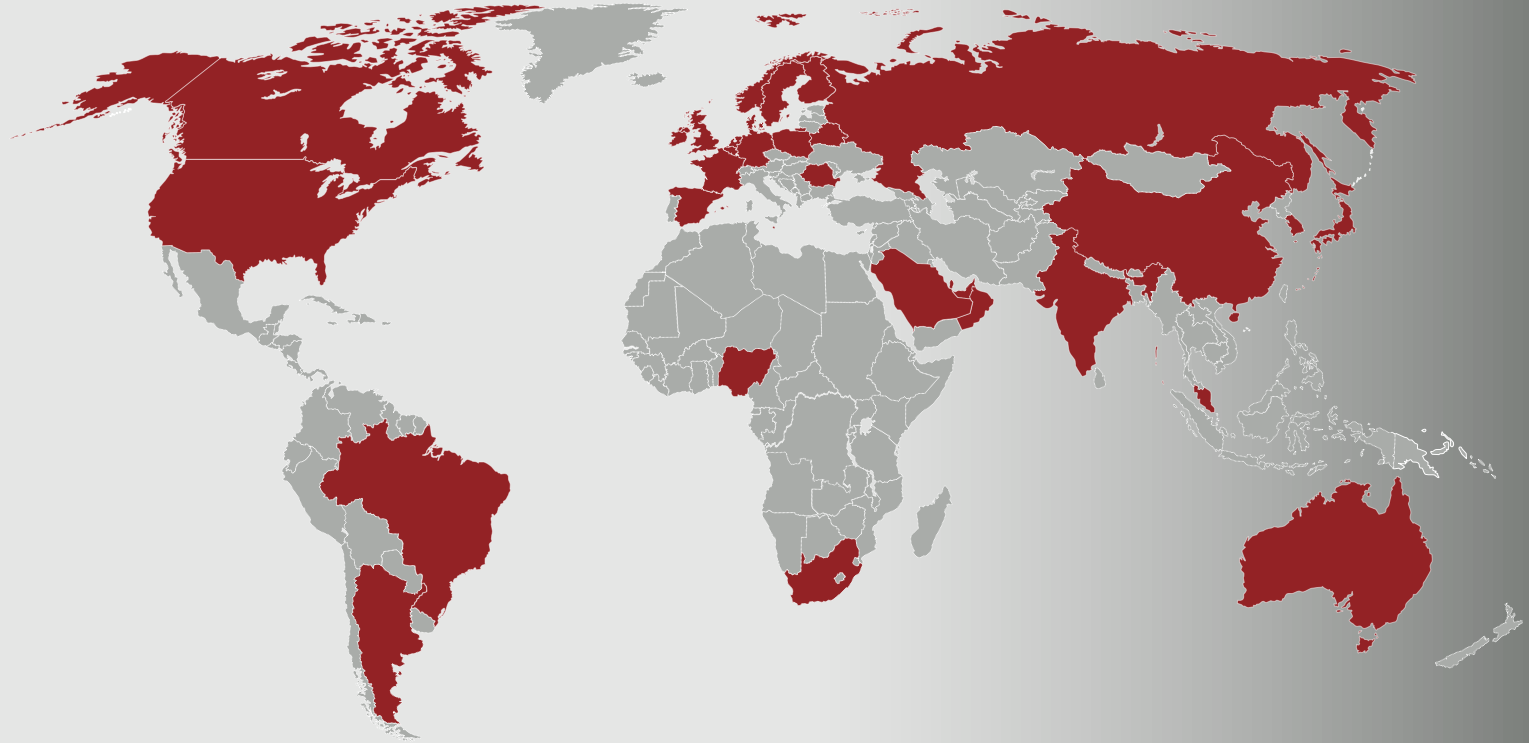
(on Leadership & Performance)

[www.lp-institute.com](http://www.lp-institute.com)

# LPI AT A GLANCE

## By the numbers

- 20+ Countries in which LPI operates
- 20+ Languages in which LPI can deliver programs
- 80+ Consultants each with 10+ years of leadership experience
- 75+ Countries our participants have come from
- 40,000+ Leaders & Specialists have been through our programs



# LPI AT A GLANCE



## Who We Are

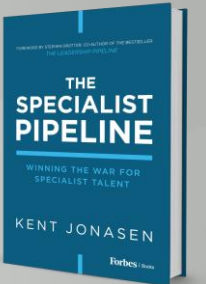
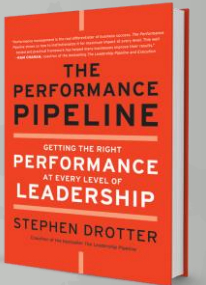
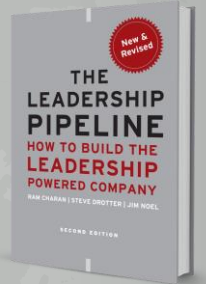
- The premier provider of **talent solutions based on the Leadership, Performance & Specialist Pipeline books.**
- **Endorsed by authors of The Leadership Pipeline book**, Stephen Drotter and Jim Noel. (300K sold, 3<sup>rd</sup> edition in production)
- Dual headquarters (US and Europe) with **80+ experienced global consultants** highly trained to deliver our signature solutions.

## What We Do

- Create your Talent Factory using the Pipeline framework for **selecting, assessing, and developing talent at all levels.**
- **Deliver transition, development & coaching programs** to ensure your team will succeed at the *job that needs to get done.*
- Protect your investment by **measuring impact in your organization**, to enable data driven leadership strategy, retention and succession plans.

## Why We Do It

- We are operators who sat on your side of the table and have a **deep understanding of the today's talent challenges.**
- We believe that although **problems can be complex, solutions cannot.**
- We know that business is made up of people, so **people are your business.**



# HOW WE SUPPORT YOU

We support organizations in strengthening the pipeline of qualified leaders and specialists.

We often do this by...

- Mapping core leadership and specialist roles
- Defining performance standards for different leadership and specialist roles
- Designing and delivering leadership and specialist development and transition programs for the core roles
- Design and implement a succession planning process

---

Although the extent of our involvement varies, we will always support our clients needs with...

**Simplicity, Innovation and integrity.**



# OUR SIMPLE SOLUTIONS

Leadership Pipeline and Specialist Pipeline Transition Programs

# COMPLEX PROBLEMS LIMIT THE DEVELOPMENT OF LEADERS\*

- Learning must be relevant and immediately applicable to the job
- Development activities need to be flexible to meet the business needs
- How leaders deliver value to teams and organizations has changed
- Development impact must be reinforced and measured for ROI
- Not all people want to lead (or should lead)



\* Source: ATD 2022 Challenges in Leadership Development

# OUR SIMPLE SOLUTIONS IMPACT PERFORMANCE

Together with our clients, we develop Leaders & Specialists based on simple **LPI Principles**

## LPI PRINCIPLES

100% inclusion of participants  
**real-world challenges**

A focus on the **job that needs to get done** at their level

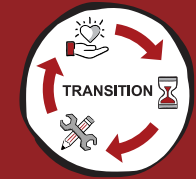
The alignment of proper **Work Values, Time Application & Skills** needed for successful transition

## CLIENT IMPACT

Ready to go, action-based  
**development & execution plans**

Clarification to self and team on  
**roles and responsibilities**

**Measurable improvement** in  
attitude, behavior and skills\*



## TRANSITION AS THE PREREQUISITE FOR SUCCESS



### Work Values

How you believe you add value in your job and to the business



### Time Application

What you spend your time on changes when you develop into a new role.



### Skills

Specific capabilities are required to execute new responsibilities

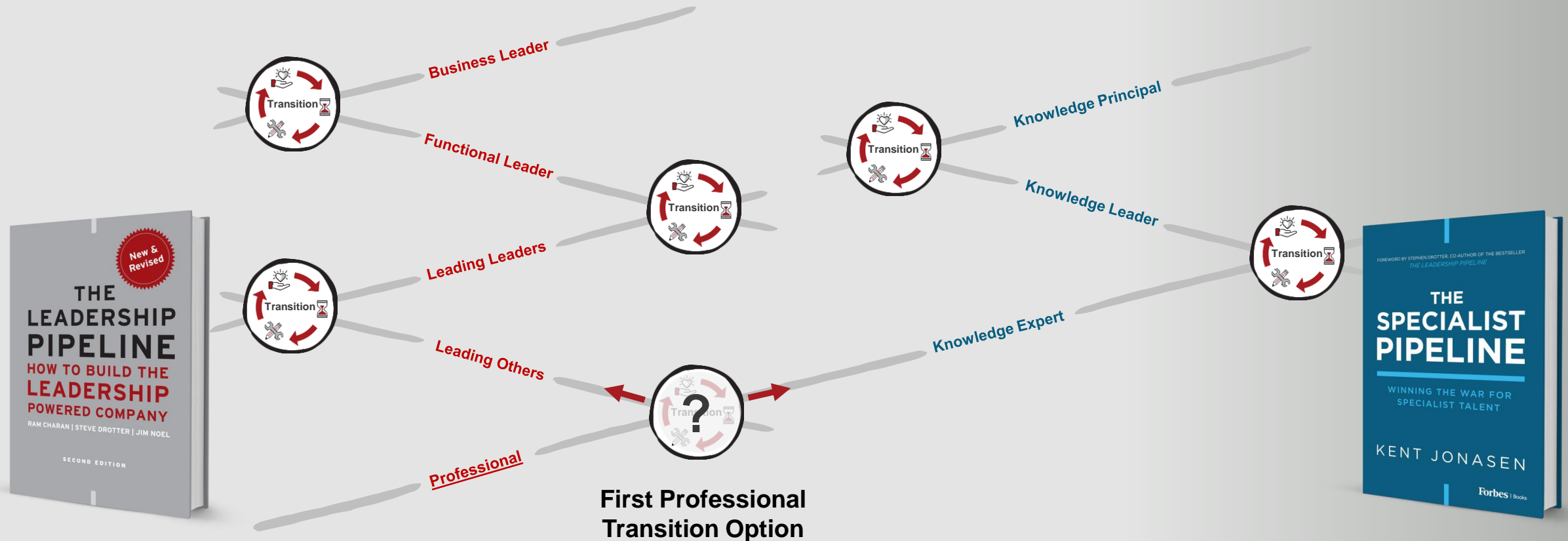
\* Most LPI programs include impact assessments taken over ~6 months



# THEY IMPACT CAREER GROWTH

## Leadership Transition Programs

## Specialist Transitions Programs



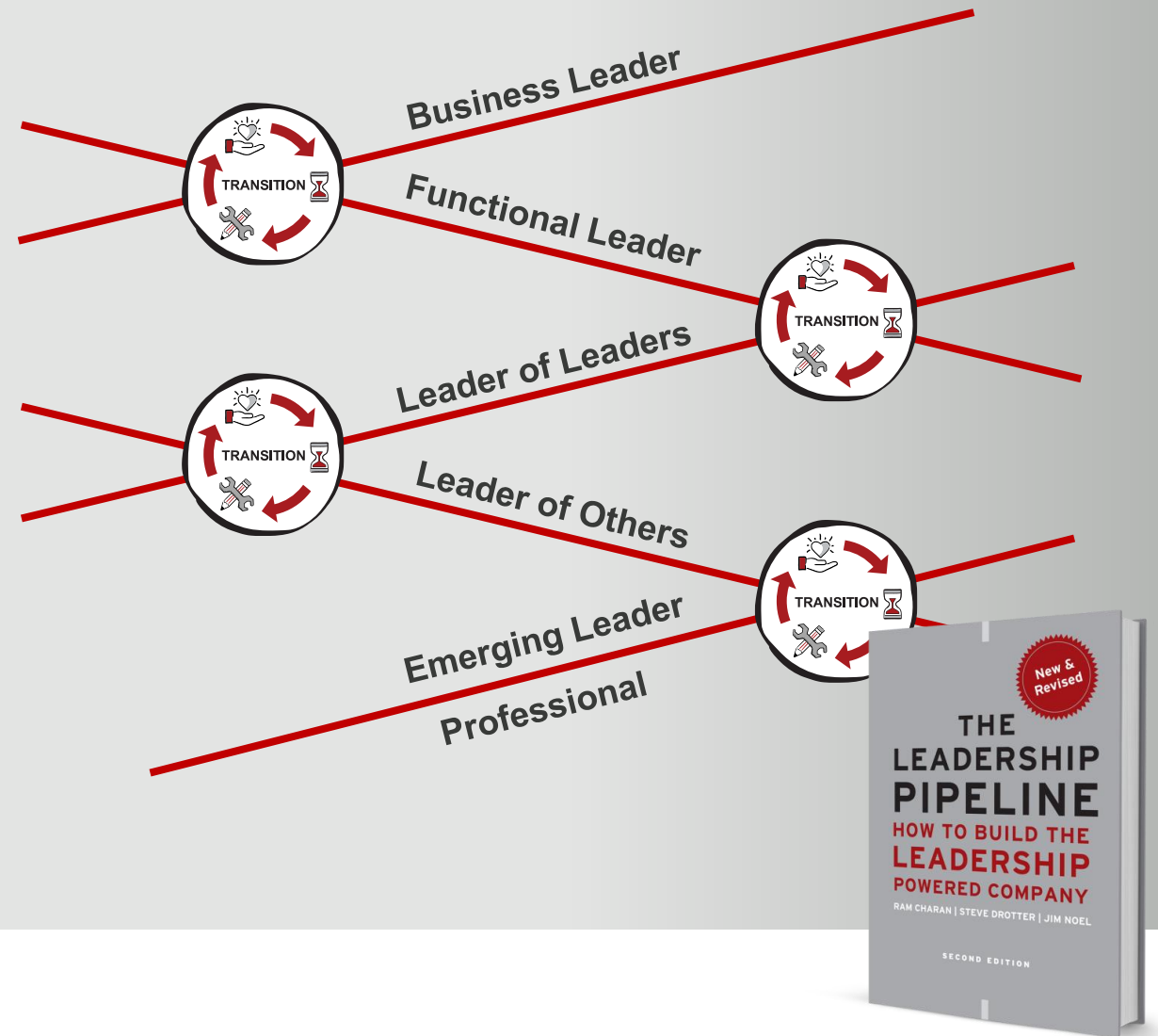
With our Leadership and Specialist Transition Programs, **Professionals finally have authentic career options.**  
These choices result in a more engaged workforce and stronger retention.



# LEADERSHIP PIPELINE TRANSITION PROGRAMS

In these programs you will...

- **Map and build an agile architecture** to achieve a sustainable competitive advantage through people
- **Define the critical transitions** faced when moving Leadership Roles in terms of work value, time application and skills
- **Define the expected performance standards** for each Leadership Role in the organization
- **Customize framework to align** with your company's business model and org set-up



*Not familiar with how the Pipeline Model works?*

*Follow this QR code to view introductory videos.*



# LEADERSHIP PIPELINE TRANSITION PROGRAMS



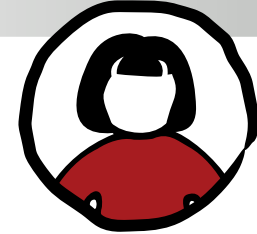
## Value to Organization

- Creates a systemic approach to assessing and developing leaders
- Enables strategic succession planning
- Drives accountability for delivering results
- Builds an empowered and engaged workforce



## Value to People Managers

- Clarifies and aligns performance expectations
- Enables on-the-job leader-led development
- Makes selection/de-selection more objective



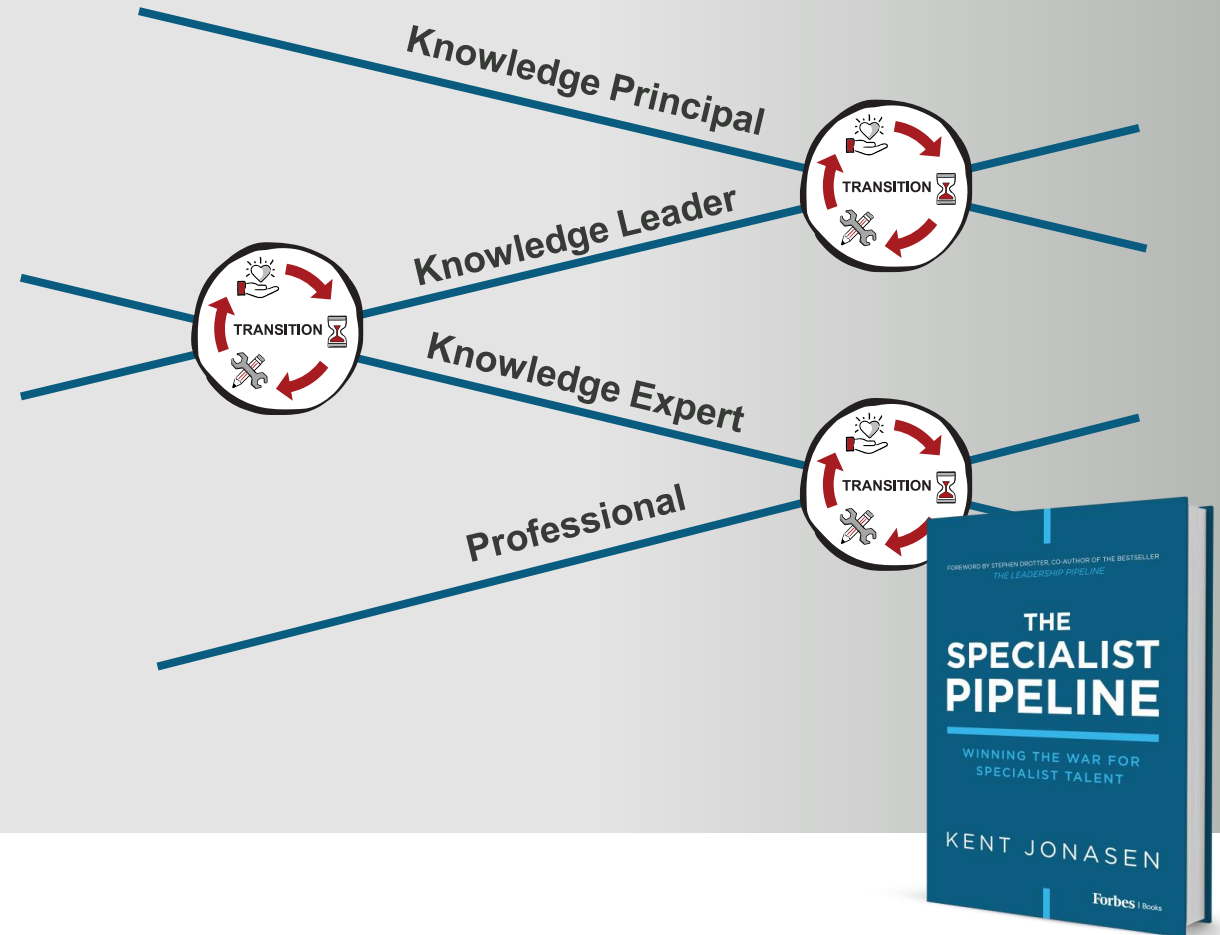
## Value to Professionals

- Helps determine correct career path
- Provides a transparent framework for what performance they can and should expect from their direct managers

# SPECIALIST PIPELINE TRANSITION PROGRAMS

In these programs you will...

- **Map and build an agile architecture** to achieve a sustainable competitive advantage through people
- **Define the critical transitions** faced when moving Specialist Roles in terms of work value, time application and skills
- **Define the expected performance standards** for each Specialist Role in the organization
- **Customize framework to align** with your company's business model and org set-up



*Not familiar with how the Pipeline Model works?*

*Follow this QR code to view introductory videos.*



# **SPECIALIST** PIPELINE TRANSITION PROGRAMS



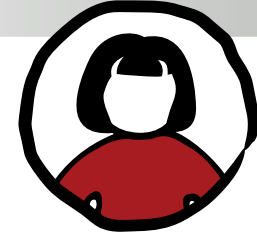
## **Value to Organization**

- Enables a more agile way of working through Specialists across the organizational hierarchy
- Enables specialist and leaders to switch between career tracks without being demoted
- Increases attraction and retention of Specialist by offering a structured career growth



## **Value to People Managers**

- Clarifies and aligns performance expectations
- Enables role-based professional development based on consistent performance standards
- Aligns career development and actual accomplishments in relation to expected results



## **Value to Professionals**

- Provides an attractive career path and a “real” alternative to choosing the Leadership track
- Provides a transparent framework for performance, development, promotion and growth

# THE LPI DIFFERENCE

**Simplicity, Innovation, Integrity**

# VALUES IN ACTION



## Simplicity

- Our clients get simple, flexible program design and delivery options
- The pipeline creates an enduring, flexible architecture
- Our transition programs clearly define the work that needs to get done at each level
- They also enable development in the most important place...on the job.
- We take subjectivity out of leadership performance management
- LPI programs satisfy business needs, development is a byproduct



## Innovation

- Relentlessly strive to improve the measurable impact of your solutions.
- Our learning methods are focused on 100% inclusion of the participants' real life and day-to-day challenges, which makes the learning immediately applicable when the participants return to their jobs.
- We design blended solutions which enables us to create a learning journey rather than just a learning event.
- We enable data driven leadership decisions via Learning Insights



## Integrity

- We have sat in your chair so we understand and empathize with your challenges
- Our clients get the right sized solutions from LPI (no overcharging)
- Supports placement of the right leader in the right role
- We are agile and flexible but not at the cost of results for client
- Our architecture is the skeleton that is delicately tailored per company

# MEASURE BEYOND SATISFACTION

Data-Driven Leadership Development

*Using data, we measure performance and impact  
(but don't worry, we also score over 90% participant satisfaction)*



# MEASURING PERFORMANCE

Our **impact measurement** process is based on 30 years of research experience.

During a 3-6 month learning journey\*, each participant is **measured by change in:**



## Knowledge

Has leader acquired and retained the knowledge needed to fully step into their leadership role?



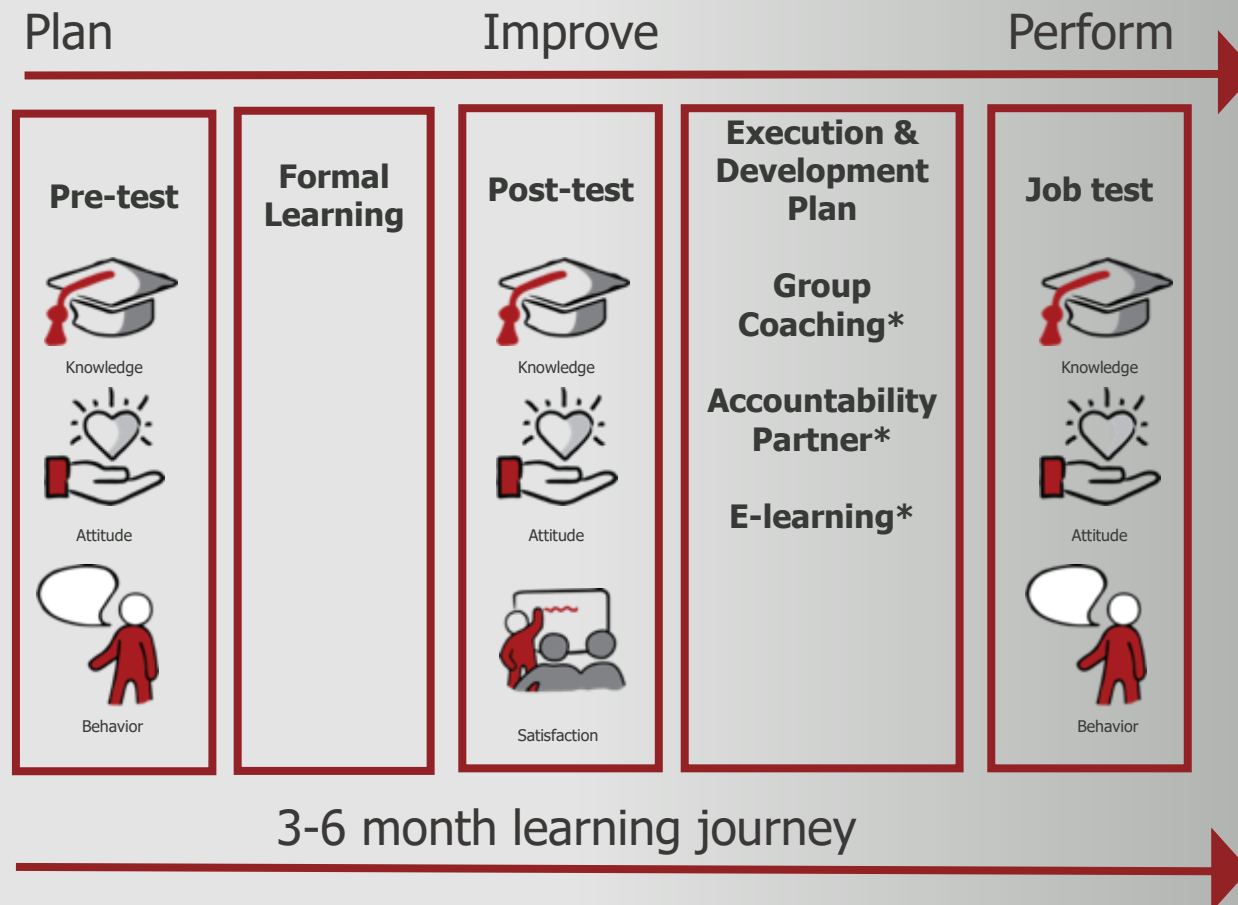
## Attitude

Does the leader have the essential attitude regarding work values to operate at the correct level?



## Behavior

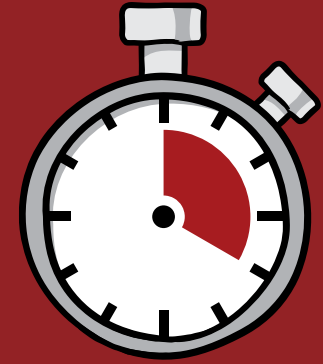
Has the leader demonstrated behavioral improvements required to lead at the correct level?



\* Additional learning solutions available based on client service agreement. Some programs have different measurement frequency

# MEASURING IMPACT

In addition to measuring participant performance, LPI tracks 100+ unique data points which provides the learning insights needed to take strategic leadership actions

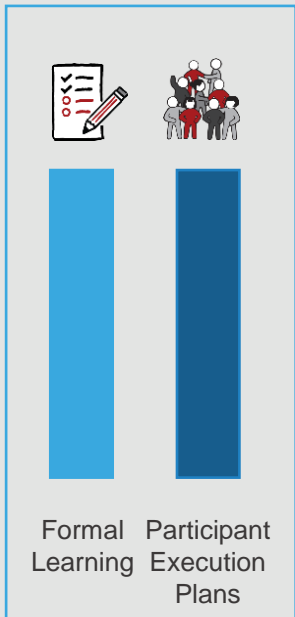


An organization's ability to **LEARN**,  
and translate that learning into  
**ACTION** rapidly, is the ultimate

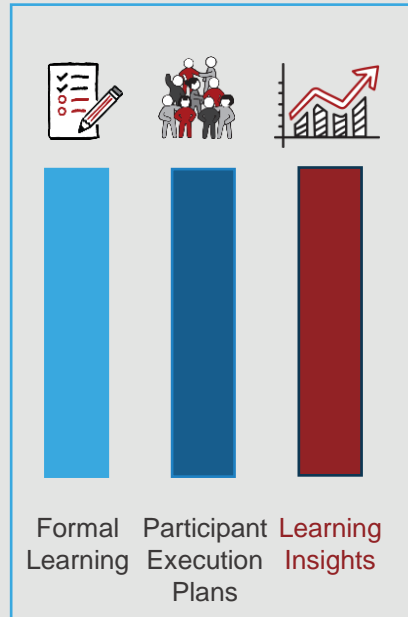
**COMPETITIVE  
ADVANTAGE**

Jack Welch  
General Electric

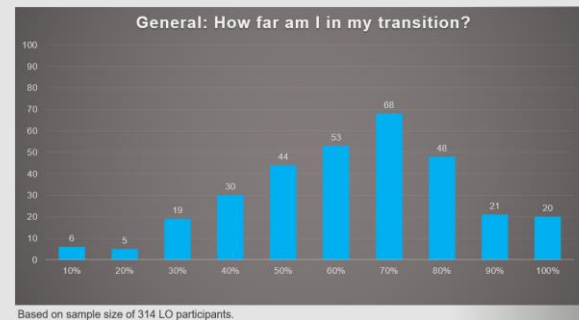
## Learning activities



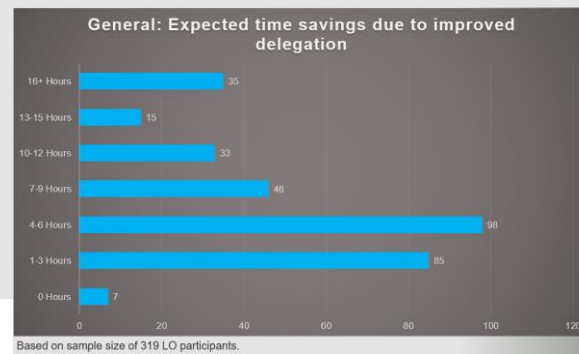
## Data-driven leadership development by LPI



## Examples



*How far am I in my transition?*



*How much time can I save  
with better delegation?*

# IN SUMMARY

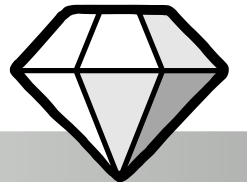
## WHY ORGANIZATIONS WORK WITH US

- **Our track record for creating measurable results**  
Both short term and long term
- **Our programs are road tested**  
25,000+ participants in 75+ countries based on best selling books
- **Our focus on participant day-to-day challenges**  
Learning applicable as soon as participants return to their job
- **Our flexible design and simple implementation**  
LPI best practices combined with your unique company culture



## HOW ORGANIZATIONS BENEFIT

- **Increased organizational execution**  
Create a leadership-powered company based on accountability
- **An agile and empowered organization**  
With clear roles and responsibilities at all levels
- **A transformation into a talent factory**  
With leaders performing the right work for their level
- **Enablement of effective succession planning**  
With ready to go leaders and specialists



# VISIT US FOR MORE INFORMATION



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[www.lp-institute.com](http://www.lp-institute.com)