



## Make Development a Way of Work

Leadership happens in moments. Some of them are big, like a promotion to your first leadership job or leading a team through a company transformation.

And some of them are small, like having a short coaching conversation or stepping in at the right moment to resolve conflict on the team.

For each of these moments, your leaders need support. But what they need will look different for every moment, every leader, and every company.

That's why we created a leadership development subscription. Built on DDI's proven, science-based content, a subscription offers you the ultimate flexibility to create development experiences to meet every leadership challenge.

Because it's not just about learning. It's about meeting your leader in the moment to make development a way of work.



## DDI's Approach to Leadership Development

Our approach to leadership development is based on five unique pillars, all grounded in research about what leaders want and need to be their best.

**Personalized:** We help leaders see their strengths and weaknesses so they know where to focus. We offer unique tools that cater to different learning styles and preferences. We make sure they see how to apply their new skills right away.

**Relevant:** Learning addresses real situations and challenges that a leader experiences. It also connects to the values, strategic priorities, and broader business purpose of the organization.

**Human:** Development connects at an emotional level for a deeply human experience.

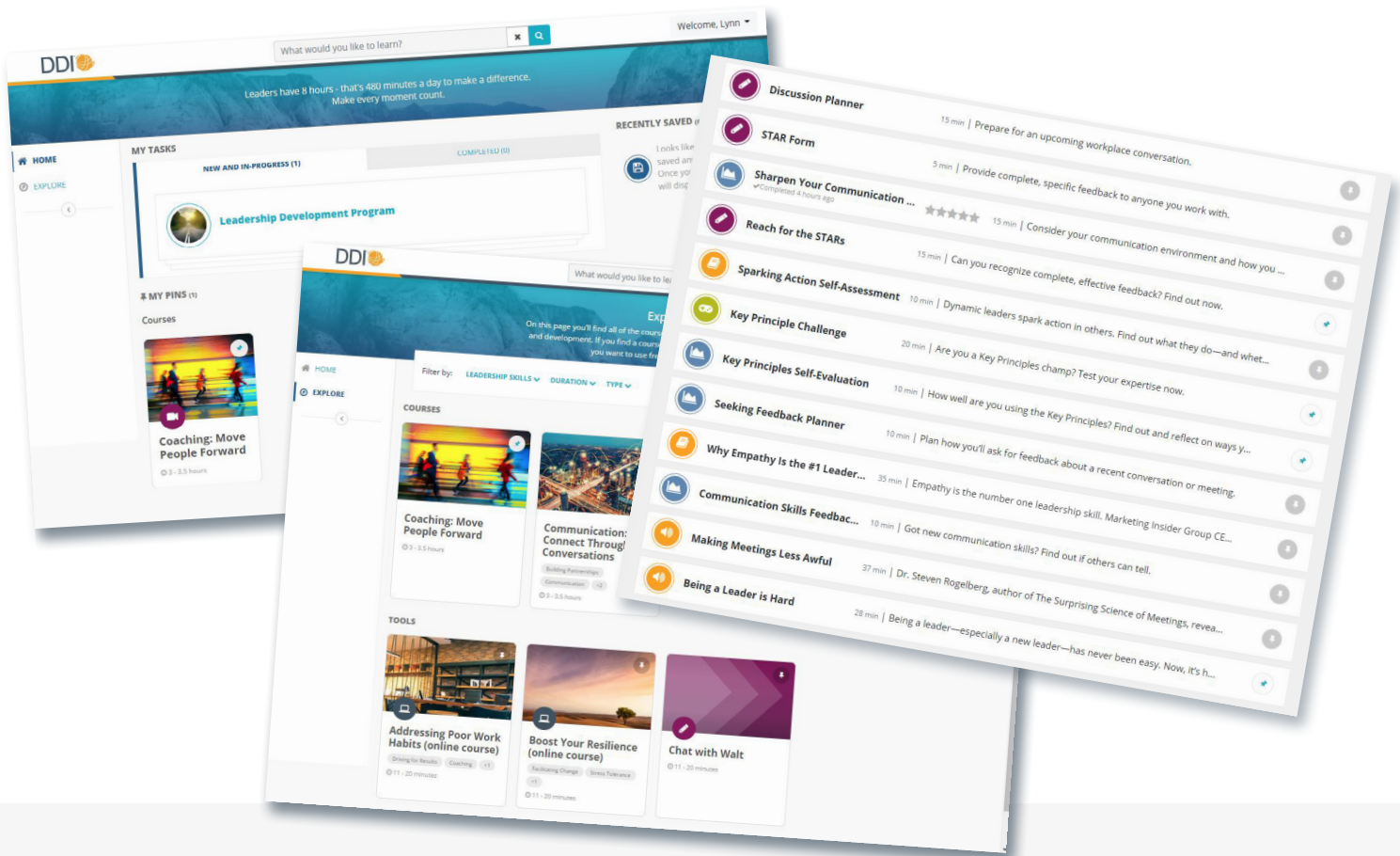
**Immersive:** Learn by doing. Learners become active participants in the learning process by directly engaging with situations and challenges they can relate to.

**Trusted:** We build our approach based on 50 years of experience in the science and practice of leadership. For us, it's about more than just activities. It's about results.



# Flexible Options for Personalized Experiences

DDI's unique subscriptions offer your leaders personalized live and digital learning experiences to meet their needs in every moment of leadership. Built on our proven, science-based content, a subscription offers a full toolkit to create powerful development experiences.



## A Full Toolkit for Leadership Development

### Business Drivers, Competencies, and Development Guides

Focus leadership development on what matters most.

### Virtual or In-Person Classroom Courses

The heart of leadership development where leaders learn, practice, and apply new skills with their peers.

### Self-Paced Courses

Provide online learning for leaders to learn at their own pace.

### Microcourses

Get bursts of learning in 10 minutes to dive deeper on specific topics.

### Self-Insight Tools and Assessments

Help leaders develop self-awareness of their strengths and gaps.

### Games, Simulations, and Digital Tools

Enable leaders to practice new skills on demand.

### Discussion Planners

Give leaders the tools to plan successful conversations.

### Knowledge Checks

Check progress and quickly target gaps for more learning.

### Manager Support Guides

Ensure managers reinforce learning with easy-to-follow support guides.

### Plus: Launch Tools and Templates!

No need to create your own emails or kickoff slides! Your subscription includes standard internal communication and launch resources that can be customized to your needs.



# Everything You Need to Develop Better Leaders

Beyond access to content and tools, you'll get a DDI team by your side. Choose between three options: **Foundation**, **MultiLevel**, and **Enterprise**.

## OPTION 1

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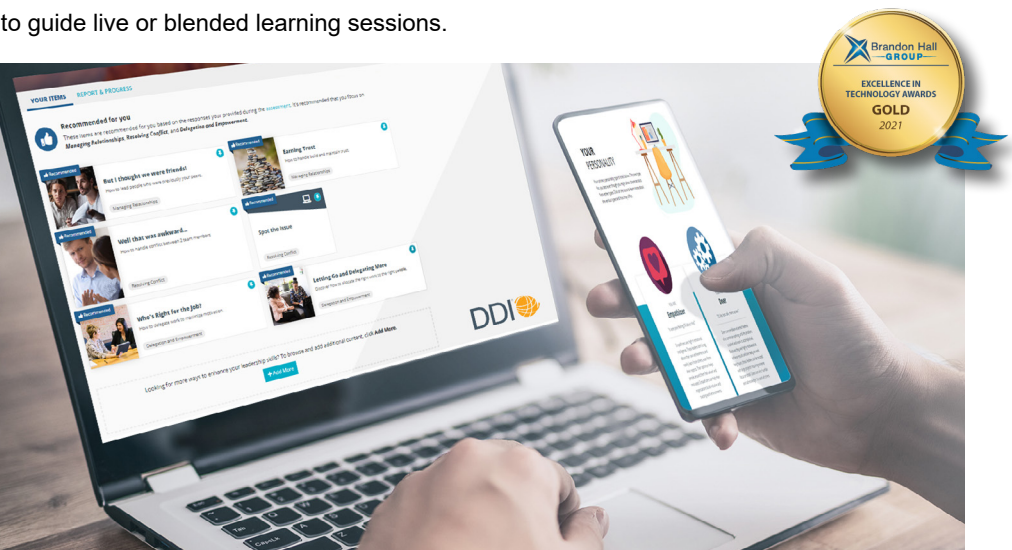
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## Foundation

Content to build and define your company's leadership culture.

### A Personalized Digital Experience

Start your leaders' learning journey with **My Pathway: Leadership Core**, a unique self-paced experience designed to build core leadership skills. After a self-assessment of their styles, strengths, and gaps, leaders get hyper-relevant content recommended just for them to learn and practice the most essential skills. You can then use the group data to guide live or blended learning sessions.



### Design Experiences the Easy Way

You'll get exclusive access to DDI's **Designer**, your AI-powered guide to quickly and easily design and adapt learning journeys.

### Anchor Development on your Business Strategy

Your leadership development strategy has to be tied to your business strategy. Get our library of **30 manager-level business drivers** to help you connect your business priorities with the key competencies your leaders need to develop.

### Align to Leadership Competencies

DDI's competency library is unmatched in the market. Why? Our competencies include clear, observable behaviors that help you know how well your leaders are demonstrating the competency. You gain access to **50 manager-level competencies**. Every competency also comes with a development guide to help leaders understand what they need to do to excel in the competency.

### Measure the Impact of Better Leaders

Easily showcase success with standard evaluation tools included in your subscription. Measure reactions, post-program support, stakeholder perceptions, skill improvement, and behavior change.

### Emerging Leader Courses

Prepares talent to excel in informal and future leadership roles.

- Communicating with Impact
- Embracing Change
- High-Impact Feedback and Listening
- Navigating Beyond Conflict
- Networking for Enhanced Collaboration

### Manager Courses

Builds leadership skills for personal, team, and organizational success.

- Addressing Poor Performance
- Building and Sustaining Trust
- Coaching: Move People Forward
- Communication: Connect Through Conversations
- Conversations to Inspire Performance
- Creating an Inclusive Environment
- Declare Your Brand
- Delegation: Engage and Empower People
- Developing Yourself and Others
- Driving Change
- Engaging and Retaining Talent
- Executing Strategy at the Frontline
- Fail Forward
- Fostering Innovation
- Inclusion: Build Empathy
- Inclusion: Coaching for Individual Growth
- Inclusion: Take Action
- Influence Your Career
- Leaders as Allies
- Leading Meetings: Use Time Effectively
- Leading Self: Turn Awareness into Impact
- Leading Teams: Achieve More Together
- Leading Virtually
- Making High-Quality Decisions
- Maximizing the Power Skills
- Radiate Confidence
- Reinforcing Leadership Development
- Resolving Workplace Conflict
- Setting Goals and Reviewing Results
- Strategies for Influencing Others
- Strengthening Your Partnerships
- Super-Power Your Network
- Targeted Selection®: The Art of Behavioral Interviewing

- Targeted Selection®: The Science of Behavioral Interviewing
- Your Leadership Journey
- Valuing Differences

### Microcourses

Short bursts of learning on a single topic or skill in 10 minutes or less.

- Addressing Poor Work Habits
- Authenticity and Transparency
- Being Business Savvy
- Boost Your Resilience
- Building an Inclusive Culture
- Building Partnerships Inside and Outside Your Organization
- Building Rapport Virtually
- Building Trust in Your Work Environment
- Building Uplifting Partnerships
- Career Coaching Conversations
- Coaching Challenges: Tips from a Coach
- Communicating Effectively to Improve Your Leadership Brand
- Communicating Virtually
- Contributing to an Inclusive Culture
- Creating a Coaching Culture on Your Team
- Data-Driven Decision Making
- Developing Individual Team Members
- Discover Your Unique Coach Qualities
- Driving for Results
- Embracing Change: Yourself and Others
- Engaging Quiet Quitters
- Ensuring Your Team Avoids Burnout
- Everyday Engagers
- Finding Control During Change
- Gaining Momentum as a New Leader
- Giving Feedback for Improvement
- Giving Positive Feedback
- Handling Emotion and Upset
- Influencing Others to Make Things Happen
- Interaction Skills Challenge
- Leading a High-Performing Team
- Leading Hybrid Teams
- Leading Teams Virtually
- Leading Virtual Meetings
- Letting Go and Delegating More
- Leveraging Diversity
- Making Accelerated Decisions

- Managing a Multigenerational Team
- Managing the People Side of Risk
- On to the Next Adventure
- Overcoming Your Workplace Burnout
- Panel Interviewing
- Preparing for Difficult Conversations
- Prioritizing and Productivity
- Resolving a Conflict You're Involved In
- Retention Drivers
- Setting SMART Goals to Manage Performance
- Stand and Huddle
- Starting Strong
- Steps for Great Service
- Taking the HEAT
- Unconscious Bias: Awareness into Action

### Build a Strong Foundation

Your portfolio of content develops essential leadership skills in:

- Coaching
- Developing Others
- Emotional Intelligence
- Facilitating Change
- Inclusion
- Influencing
- Interviewing
- Leading Teams
- ...and more!



### OPTION 2

## MultiLevel

Includes all content from the **Foundation Level**. Adds high-impact, business-focused development for mid-level leaders to translate strategy into results.

### More Business Drivers

Access **29 executive-level business drivers** as well as **30 manager-level business drivers** to connect your strategy to competencies at every level.

### More Competencies

Competencies aren't the same at every level. With a MultiLevel Subscription, you'll get our **full library of 114 competencies**, including executive-level competencies. You'll also receive comprehensive development guides to help leaders understand how to master each competency.

### Mid-Level Leader Courses

- Accelerating Change
- Coaching for Growth
- Coaching for High Performance
- Connecting Talent to Strategy
- Cultivating Networks and Partnerships
- Determining Strategic Priorities
- Developing Organizational Talent
- Driving Transformation through Culture
- EQ: Mastering Interactions with Others
- EQ: Mastering Self
- Influencing for Organizational Impact
- Influencing from Stakeholder Perspectives
- Instilling a Culture of Innovation
- Leading in a Digital Era
- Leading with a Global Perspective
- Making Change Happen
- Mastering Decision Dynamics
- Mastering Emotional Intelligence
- Peer Coaching for Success
- Six Steps to Strategic Leadership
- Solving Conflict at the Source
- Translating Strategy Into Results

### Microcourses

- Career Connection Points
- Conversations with Courage and Candor
- Finding Balance Within a Multicultural Team
- Leading Self in Times of Crisis
- Mastering Executive Interactions
- Peer Coaching Essentials
- Purposeful Networking
- Sparking a Culture of Innovation
- Storytelling with Data
- The Power of Seeking
- What's on Your Radar?

### OPTION 3

## Enterprise

The best choice for complete customization. With our enterprise license, you can tailor our content for all of your needs.



### > Always Something New

We're committed to build and deliver content that will help your leaders throughout their leadership careers. To do this, we will continuously create new content based on your feedback, our research, and responses to changes in the world.





## More Solutions to Develop Exceptional Leaders

### Build and Boost Facilitation Skills

We offer industry-leading train-the-trainer workshops and facilitator boosters to prepare your team to deliver breakthrough experiences for your leaders.

### Transform Skills into New Habits

Make development a way of work with the power of continuous feedback using Leadership Habit Builder. Plus, it's a data-driven approach to track progress and showcase the success of your leadership development programs.

### Go Deeper with Assessment Data

Enhance leadership development experiences by adding on any of our world-renowned assessments. Immersive simulations, tests, and 360 surveys will help you create richer, more personalized experiences based on each leader's growth needs.

> Ready to start your DDI leadership development subscription? Email us at [info@ddiworld.com](mailto:info@ddiworld.com) to start a conversation!

#### Proud of Our Recognition

