

LEADERSHIP DEVELOPMENT PROGRAM (LDP)

LEADING FROM THE MIDDLE IS TOUGH.

**Go beyond training—transform your leaders
and drive results that matter.**

The boss has priorities, and direct reports have questions. Your business landscape is constantly disrupted. Peers ask for help and toss in extra projects. It's complicated to lead in a diverse and changing world — we know. The reality is that leaders of managers are often the glue that holds organizations together. So how do they juggle the churn, handle competing priorities, and use their power and influence to get work done?

That's where we come in. The longest-running program of its kind, the Leadership Development Program (LDP)[®] is designed specifically for leaders of managers. In other words, those navigating the in-between. Through experiential practice in a dynamic, peer-based learning environment, each participant becomes a stronger individual leader, team leader, and key player in the organization. They gain the courage, resilience, and agility to navigate the disruption, uncertainty, and complexity of today's leadership challenges. And they learn how to manage the pressure that organizational systems and power dynamics place on them and their teams. This isn't just leadership training — it's a transformation that gives participants new mindsets and skillsets to handle challenges that come with work and life.

"This is a program that allows you to reframe your picture of what being a leader is while giving you tools and support to take your leadership journey to the next level."

-Michael Dove, Vice President, Enterprise Process, PSCU

LDP at a Glance

-  **Leader Level:** Mid- to Senior-Level Leaders
-  **Program Fee:** \$8,250/Person
-  **Length:** 4.5 Days
-  **Average Class Size:** 24
-  **Instructor/Participant Ratio:** 1:12
-  **Delivery Format:** In Person
-  **Upcoming Dates:** LDP is offered [multiple times throughout the year](#) at Eckerd College.



What Participants Learn

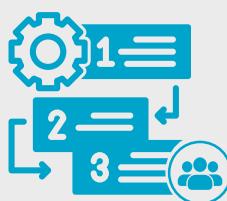
- ✓ How to enhance impact by building self-awareness and agility
- ✓ Methods for accelerating team performance
- ✓ Techniques for giving and receiving effective feedback
- ✓ Tools for developing resilience and leveraging their many roles and intersecting identities
- ✓ Skills for building trust and leading with authenticity in a diverse and changing world
- ✓ Ways to elevate equity, activate diversity, and lead inclusively

THE TRANSFORMATION STARTS HERE



ENHANCING PERSONAL GROWTH

Overcome doubts, manage conflicts, work effectively with others, maximize impact, and have the courage to do what's right.



BALANCING PEOPLE & TASK DEMANDS

Tackle new responsibilities, build accountability, balance priorities, and develop, motivate, and retain staff.



WORKING WITH A LARGER SYSTEM

Influence across functions, create and maintain a positive work culture, and deliver results in a disruptive environment.

Challenges Addressed

We understand the challenges faced by today's mid- to senior-level leaders, and LDP tackles them head-on:

- ✓ Helping teams build resilience and avoid burning out
- ✓ Managing change in a complex, ever-shifting environment
- ✓ Maintaining a positive culture during challenging times
- ✓ Leading teams in today's in-person, remote, and hybrid environments
- ✓ Developing others through feedback, mentoring, challenging assignments, and coaching
- ✓ Collaborating across the organization – and across the globe

Why Choose Our Leadership Development Program?

- ✓ The world's longest-running and most widely recognized program of its kind
- ✓ Highly personalized feedback using a variety of validated assessment tools, as well as post-program assessment and coaching to ensure continued personal and professional development
- ✓ Research-based content that is continually evolving to focus on the issues that matter most today
- ✓ The opportunity to build a network of supportive peers and fellow leaders who are on the same path
- ✓ Dedicated time to focus on the leadership mindsets, skillsets, and competencies that are most critical for mid- to senior-level managers

What Participants Say About the Leadership Development Program



would recommend
this program to
others



say they are better
prepared for future
responsibilities



report they are confident
that they can achieve the
goals they set during LDP

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“LDP is an opportunity to focus on YOU and learn key items that are just about you. It is helpful to expose the personal and professional areas to focus on. You will make a lot of connections across different industries that you can count on in the future.”

-Monica Garagola, Manager, DTE Energy



PREPARE – GETTING STARTED

Prior to the live program, participants prepare for the experience by completing the required online pre-work. This includes inviting their 360-degree feedback raters, taking their self-assessments, completing their micro-learning lessons, and attending a live online welcome session. This preparation ensures maximum benefit from the program and supports personal and professional growth.

ENGAGE

In-Person Program

For five days, participants are immersed in their personal data, experiential activities and skill-building exercises. Led by highly qualified faculty, LDP is a safe—but challenging—environment for learning, practice, reflection and goal setting.

DAY 1	DAY 2	DAY 3	DAY 4	DAY 5
Understanding Yourself in a Diverse & Changing World	Accelerating Team Achievement & Belonging	Increasing Capacity in Organizational Systems	Finding Opportunity in Challenges & Solutions to Systemic Problems	Setting a New Direction

APPLY – SUSTAIN YOUR LEARNING

Following the intensive program experience, learning support continues. Participants receive 2 personalized follow-up coaching sessions to reinforce lasting behavior change; have opportunities to reconnect with program peers; and get access to toolkits, job aids, and other resources to help them understand their 360 feedback data, plan their next steps, and sustain their learning.



How to get in touch

Leaders need support to succeed. We're here to provide it. Email us at ldi@eckerd.edu or visit leadership.eckerd.edu to inquire more.



ECKERD COLLEGE
LEADERSHIP DEVELOPMENT INSTITUTE