MMM Training Solutions
Seamless Transformation

Spectrum Series – 7-Week Program

Background:

Organizations depend upon capable leadership to guide them through unprecedented changes. Yet, there is ample evidence in the news and in recent research reports that even some of the best and most venerable organizations are failing to adapt to change, implement their strategic plans successfully or prepare for a more uncertain future. We believe the turmoil we are currently observing, has something to do with leadership, and that if we don't change our current approach to leadership development, we will see even more of the same.

As well-known companies disappear or are taken over (think of Lucent, Chrysler, Lehman Brothers, Northern Rock, Merrill Lynch) and new forces like the economies of China and India rise, surveys of CEOs show that they believe the one factor that will determine their fate is the ***quality of their leadership talent.*** Can we count on the next generation of leaders to step up once they are in position? Or are we seeing evidence of a talent gap that cannot be closed and will result in even greater numbers of high-profile failures?

Knowing the best way to develop your people and grow organizational leadership begins with clarifying your business strategy and asking, *what should leadership look like to get us there*? Then, you create a leadership *development* strategy with specific recommendations for developing both individual and the collective capabilities of the organization's leadership.

Leadership Traits:

Independent studies undertaken by the leading consulting and business houses in the year ***2010*** has revealed the following top leadership qualities and skills that they look for in their leadership team going forward:

1. Inspiring commitment

2. Being a quick learner
3. Respecting individual differences
4. Being culturally adaptive
5. Compassion and sensitivity
6. Self-Awareness
7. Participative management
8. Change Management
9. Strategic Management
10. Leading People

Skill Gap:

A parallel study has also revealed 5 major flaws that cause once successful managers to derail while moving towards senior leadership positions:

1. Difficulty meeting business objectives
2. Problems with interpersonal relationships
3. Difficulty building & leading teams
4. Inability to adapt & change shifting mindsets
5. Lack of Cross Functionality

Sources:

- Harvard Business Publishing
- European Business Review
- Knowledge@ Wharton

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THE SPECTRUM SERIES – 7-WEEK TRAINING

MMM Training Solutions offers opportunity to develop continuously through **"The Spectrum"** series.

Companies seeking this opportunity can avail the following packages:

- The Leadership Spectrum
- The Behavior and Attitude Spectrum
- The People Leadership Spectrum

Each of these programs will enable the participants to learn and apply skills over 7 training days. The training will be conducted over 7 weeks.

Spectrum Packages

The People Leadership Spectrum

WEEK 1 – V - Highest Me
WEEK 2 – I – Managerial Effectiveness
WEEK 3 – B – Emotional Intelligence
WEEK 4 – G – Appreciative Inquiry
WEEK 5 – Y – Situational Leadership
WEEK 6 – O – Drive for Results
WEEK 7 - R – Thought Leadership

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The Behavioral Spectrum

WEEK 1 – V – Life Balance Training
WEEK 2 – I – Coaching and Mentoring
WEEK 3 – B – Building High Performing Teams
WEEK 4 – G – Change Management
WEEK 5 – Y – Transactional Analysis
WEEK 6 – O – Diversity & Cross Cultural Management
WEEK 7 - R – Winning Co-operation and Influencing Others

The Leadership Spectrum

WEEK 1 – V – Leading High Performance Teams
WEEK 2 – I – Leading with Impact
WEEK 3 – B – Leadership Styles & Levels
WEEK 4 – G – Coaching & Mentoring
WEEK 5 – Y – Key Leadership Competencies
WEEK 6 – O – Case Studies
WEEK 7 - R – Attitude, Behavior, Skills

On Completion of the VIBGYOR Spectrum:

- The participants will be awarded a Participation Certificate
- The Trainer will send to the organization a detailed Evaluation Report with feedback on each individual participant