

# Skillsoft Leadership Development Program

Transforming Leaders for the Digital Age

At Skillsoft, we recognize that innovative leadership development approaches are required to develop the next generation of leaders. This generation will step into leadership roles much earlier than previous generations. It will also be leading in an era of digital transformation. As organizations flatten their structures, individuals are no longer constrained by traditional hierarchical pathways into functional leadership roles. As organizations embrace the value of flatter structures with collaborative, cross-functional, mission driven teams, individuals in today's workforce cannot predict when they will first experience a leadership opportunity. Therefore, organizations that provide broad-based leadership development training will help individuals evolve and meet leadership challenges whenever they arise. Our new *Skillsoft Leadership Development Program* addresses the changing way in which organizations need to develop their leaders by providing a scalable, cost-effective, and engaging leadership development solution designed for the modern, digital learner.

## Disrupting leadership development

Leadership development is poised for disruption. Although today's agile organizations need to rapidly build their leadership pipelines, the expensive and non-scalable approaches of the past will not be the answer. Most leadership training today is too long, too linear, and neither engaging nor contextualized for the learner. Today, leadership is less about "hero" leadership and more about effective team-based, agile leadership. That equates to a larger market of future leaders who need foundational leadership development. However, for that leadership development to be effective, how the content is delivered is just as important as the content itself. The solution needs to be efficient, effective, and engaging.

## Developing leaders for the digital age through foundational knowledge transfer

Our new leadership development program focuses on helping organizations cost-effectively develop leaders for the digital age, at scale, and with maximum return. Our innovative solution offers a unique combination of the most popular leadership topics for 21st century digital leaders — including:

- Leading through Change
- Building and Leading Teams
- Leading a Culture of Execution
- The Emotionally Intelligent Leader
- Leader as Coach
- Thinking Critically
- Problem Solving and Decision Making
- The Agile Leader
- Leading Virtually
- Thinking Strategically
- The Influential Leader
- The Accountable Leader
- Developing People
- Leading Innovation
- Embracing Diversity in Leadership
- Managing Priorities
- Peer to Peer Leadership
- Judgement and Decisiveness
- Leading Organizational Vision
- Managing Conflict



Behavioral demonstration scenario in *Leading Through the Challenge of Change* course.



Leader mentor in *Leading Through the Challenge of Change* course.



Thought leader perspectives in *Leading Through the Challenge of Change* course.



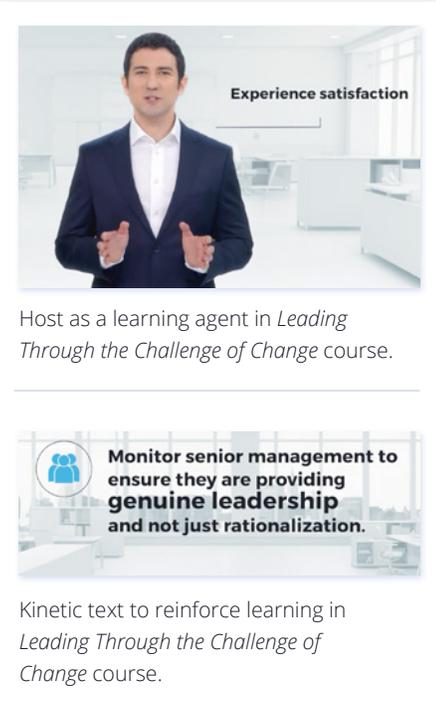
## Supporting accelerated learning, effective recall and workplace application

Skillssoft's Leadership Development Program is instructionally, functionally, and aesthetically designed to support accelerated learning of leadership principles for the modern learner, encourage effective recall of concepts, and facilitate dynamic workplace application. While all courses are less than 60 minutes, with a maximum of 45 minutes of video-based instruction, each one is broken down into **5-8 minute video segments** to support single-concept micro-learning. Each course also features a reflective question for appropriate set-up, knowledge checks throughout the topics for optimal recall, and a final post-course assessment.

The instruction makes heavy use of scenarios and behavioral demonstration for fully **contextualized leadership development**. The new instructional approach leverages a common set of characters, including a "leader mentor," throughout the portfolio of leadership courses. The use of **high impact drama** and **pragmatic storytelling** within the scenarios encourages retention. Through this drama, we directly model **human-interaction** elements which are critical to the leadership pedagogy, such as body language, tone of voice, and attitude, and we demonstrate clear and specific strategies for effective implementation. The use of **vignettes** and **role plays** within **behavioral demonstrations** leverages one of the most valuable methods for training future leaders, and the use of a mentor leader is akin to providing **mentorship at scale**.

To encourage and facilitate workplace application, each course includes complementary resources to supplement the foundational course content. These include learning resources such as videos, books, book summaries, and syndicated content authored by experts in the field of leadership. Learners also benefit from a variety of **application tools** such as facilitation guides, reflection exercises, and job aids.

This engaging leadership development solution is designed for the modern, digital learner and can help organizations change the way they develop leaders. Visit [www.skillssoft.com](http://www.skillssoft.com) or contact your account team for more information.



Host as a learning agent in *Leading Through the Challenge of Change* course.

Kinetic text to reinforce learning in *Leading Through the Challenge of Change* course.



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