

Why Prepare for a Leadership Development Program?

Leadership development programs represent a large financial investment and personal commitment. They can have a major impact on careers and on personal lives. It's surprising then that many managers show up for such programs with little or no idea of what to expect and what they hope to gain.

Preparing yourself for a development program enhances the learning experience in several ways. It increases your familiarity with the content of the program so that you can match it to your specific developmental needs. Preparation cuts down on the surprises and distractions you are likely to face during a developmental experience. Preparation also helps you create the support network you need to improve your chances of developing the skills, perspectives, and behavior that will make you a more effective leader. However you made the decision to attend, prepare by clarifying your expectations, understanding and increasing your motivation for attending, and making sure that your work environment will support the changes you make in meeting your leadership challenges.