FIRST EDITION

AWAKEN, ALIGN, ACCELERATE

A GUIDE TO GREAT LEADERSHIP

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MDA LEADERSHIP CONSULTING

AWAKEN, ALIGN, ACCELERATE: A Guide to Great Leadership
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This book is dedicated to our clients,
who demonstrate every day that leadership matters.

CONTENTS

This PDF file contains one chapter from MDA's *Awaken, align, Accelerate: A Guide to Great Leadership* resource guide. The complete guide consists of a chapter for each of the 16 leadership competencies which make up the MDA Leadership Competency model.

The first four chapters of the resource guide provide valuable information on leadership development fundamentals, the MDA Awaken, Align, Accelerate® development framework, and information on using the guide for self-development or coaching others. These chapters may be downloaded for free from our website: www.mdaleadership.com.

CHAPTER STRUCTURE

Each of the 16 competencies are broken down into five core practices and each chapter contains the following:

- Leadership Levels Matrix – illustrates how leaders at different levels vary by core practice.
- Self-Assessment – evaluates individual development needs, strengths or excessively used core practice behaviors.
- Development Suggestions – provides development tips by core practice and sub-grouped by Awaken potential, Align goals, and Accelerate development framework (see chapter 2 for more information).
- Coaching Suggestions – provides coaching tips for two different behaviors under each core practice grouped by Awaken, Align, Accelerate framework.
- Tips for Coaching in a Global Environment – a list of additional tips for each core practice.
- Case Study / Development Plan / Coaching Plan – a real life case study leading to a sample development plan and coaching plan.

QUICK START GUIDE

The information in each chapter designed to be used as a resource guide, not just reading material. Follow these steps to begin making the best use of contents in this chapter:

Assess your strengths and development needs

- Read the Introduction and complete the Self-Assessment.
- Identify the core practices with the most "Development Need" or "Excessive Use" check marks.
- Turn to the development suggestions for these core practices and identify tips that you would be comfortable trying.

Create a Development Plan

- Read the Case Study and sample Development Plan at the end of the chapter.
- Use the sample as a guide to create your own development plan.
- Make sure that your development goals are aligned with existing business goals using the Business Context section of the plan.

Work the plan

- Work through the development suggestions, seeking regular feedback from others on your progress.
- Once you, and others, feel as though you've "mastered" a suggestion, move on to another.
- Continue working through the core practices. Once you've mastered all the core practices for this competency it is time to move on to another competency (chapter).