LIGHTPOINT
ADVISORS

WORKING WITH LIGHTPOINT ADVISORS

LightPoint Advisors, LLC, is an Organizational Leadership Development & Strategic Advisory firm specializing in Human Resource / Workforce Management, Organizational Leadership and Development, Performance Management, and Workplace Culture strategies and innovations for companies throughout the US and Canada.

LightPoint has developed a niche focus in various industries, including light & heavy Industrial Manufacturing, Distribution, Warehousing, Food Processing, Quick Service Restaurants, Hospitality, and Retail Operations.

Our Mission:

Our mission is to empower business leaders and teams to reach their full potential (*their "LightPoint"*) by providing expert leadership coaching, strategic guidance, and innovative solutions designed to transform how they engage and make decisions in business and life. We are committed to providing our clients with the tools they need to thrive personally and professionally.

Our Values:

At LightPoint Advisors, we adopt the "Vowels of Leadership" as our guiding principles for how we serve. We believe serving with **Authenticity, Excellence, Integrity, Openness, and Understanding** is essential to our ability to transform leaders and their teams. We are dedicated to building strong relationships with our clients and delivering exceptional service that exceeds their expectations.
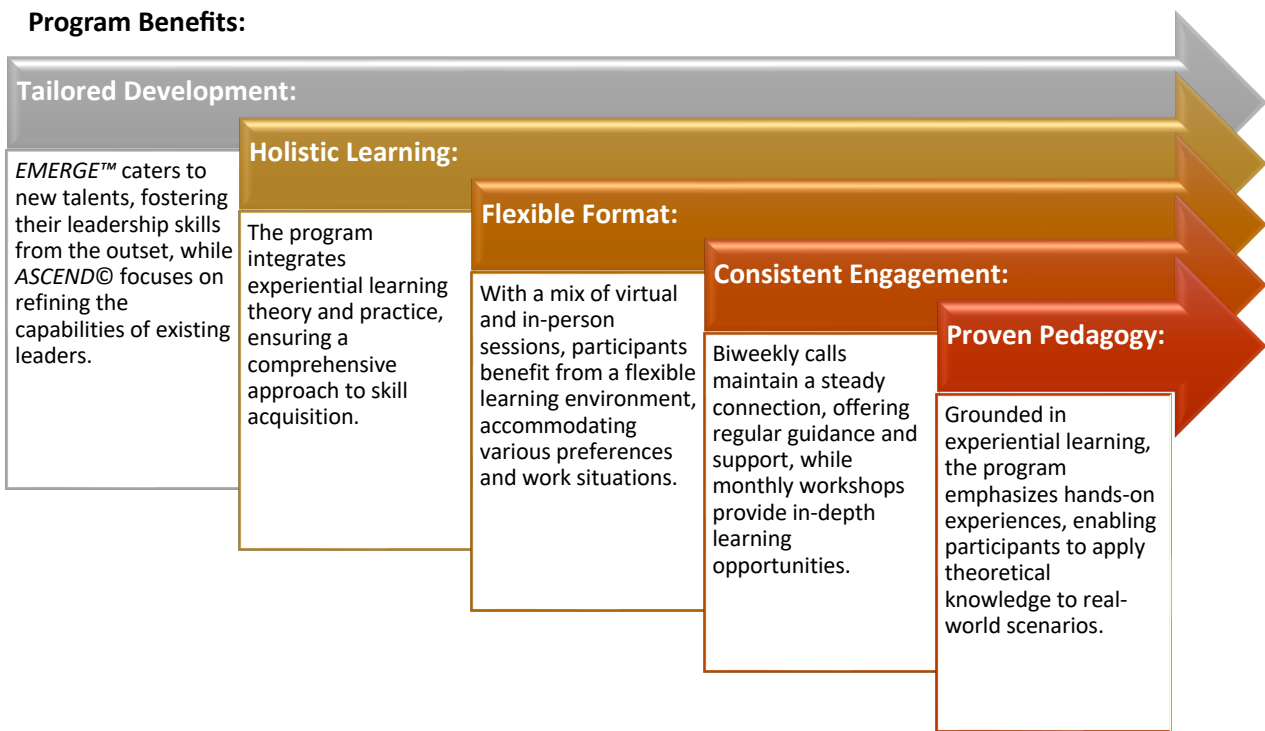
Our Team:

Our team consists of experienced Advisors with diverse backgrounds and areas of expertise in Workforce Management, I/O Psychology, Organizational Development, Business Operations, Human Capital Management, and Strategic Growth. We are passionate about helping businesses succeed and are committed to delivering exceptional service to our clients.

LIGHTPOINT LEADERSHIP DEVELOPMENT PROGRAM

Program Overview:

The *LIGHTPOINT* **Leadership Development Program** consists of two levels – *EMERGE™ & ASCEND™.* *EMERGE™* targets new employees recognized as high performers with interest in growing as strategic contributors and future leaders in the business. This program is designed for individuals not serving in a formal leadership role within the organization. We call them "rising stars". *ASCEND™* is designed for existing leaders aiming to advance skills and competencies as they fill current or impending leadership roles. This program is designed for individuals serving in a formalized leadership role for the organization. The *LIGHTPOINT* Leadership Development Program employs a hybrid approach, offering both virtual and in-person coaching sessions facilitated via our partnership with   coaching.com   to maintain streamlined, accessible, and efficient tracking, monitoring, and management of coaching progress. Bi-weekly calls coupled with monthly workshops form the backbone of the coaching structure and are underpinned by Experiential Learning principles and practices.

Program Benefits:

Tailored Development:

EMERGE™ caters to new talents, fostering their leadership skills from the outset, while *ASCEND©* focuses on refining the capabilities of existing leaders.

Holistic Learning:

The program integrates experiential learning theory and practice, ensuring a comprehensive approach to skill acquisition.

Flexible Format:

With a mix of virtual and in-person sessions, participants benefit from a flexible learning environment, accommodating various preferences and work situations.

Consistent Engagement:

Biweekly calls maintain a steady connection, offering regular guidance and support, while monthly workshops provide in-depth learning opportunities.

Proven Pedagogy:

Grounded in experiential learning, the program emphasizes hands-on experiences, enabling participants to apply theoretical knowledge to real-world scenarios.

This Leadership Coaching Development Program aims to cultivate a dynamic and adaptive cadre of leaders, fostering growth at both entry and advanced levels within the organization.

EMERGE™ Program Level Features:

Onboarding and Assessment:

- Participants undergo a comprehensive onboarding process, gaining an understanding of program expectations.
- Initial assessments identify individual strengths and areas for growth.

Foundational Leadership Modules:

- Interactive virtual sessions covering fundamental leadership principles.
- Case studies and simulations for hands-on learning.

Biweekly Coaching Calls:

- Personalized coaching to address individual challenges and track progress.
- Continuous feedback to guide skill development.

Virtual Community Engagement:

- Online forums and collaborative platforms for networking and peer support.
- Virtual mentorship opportunities connecting emerging leaders with seasoned professionals.

Monthly Workshops:

- Themed workshops focusing on relevant leadership topics.
- Group discussions, role-playing, and group projects for practical application.

ASCEND™ Program Level Features:

Advanced Leadership Competencies:

- In-depth exploration of advanced leadership theories and practices.
- Customized modules addressing strategic thinking, change management, and executive decision-making.

Leadership Impact Projects:

- Participants engage in real-world projects addressing organizational challenges.
- Mentorship from experienced leaders to guide project execution.

Biweekly Coaching Calls:

- Targeted coaching sessions to refine advanced skills and navigate leadership complexities.
- Goal-setting and performance evaluation.

Peer Learning Circles:

- Small group discussions for peer-to-peer learning and knowledge exchange.
- Cross-functional collaboration to broaden perspectives.

Monthly Workshops:

- Interactive workshops with leadership experts for intensive skill development.
- Group discussions, role-playing, and group projects for practical application.

CONNECTING THE RIGHT COACH

LIGHTPOINT approaches our leadership coaching methodically; with a five-step model that enables the development of trust and rapport while fostering alignment and sustainability of positive development and impact. Each participant will be appointed one single point of contact for increased confidentiality and focused support, along with a detailed milestone checklist to validate progress and refine focus areas to ensure optimal success.

LEADER/COACH ENGAGEMENT MODEL:

EMERGE™: LEADERSHIP DEVELOPMENT PROGRAM OVERVIEW

Duration: Up to 12 months (Bi-Weekly Engagement)
Participant: Employees seeking development in an informal leadership role
Goal: Develop foundational leadership skills and prepare participants for future leadership roles.

Milestones and Training/Workshop Topics:

Month 1-2:
Orientation and Self-Awareness

Workshop: Emotional Intelligence and Self-awareness

- Week 1-2: Introduction to PD Leadership and Program Overview
- Week 3-4: Self-assessment and Leadership Style Identification

Month 3-4:
Communication and Team Building

Workshop: Conflict Resolution and Effective Feedback

- Week 5-6: Effective Communication Skills
- Week 7-8: Building High-Performing Teams

Month 5-6:
Decision Making and Problem Solving

Workshop: Critical Thinking and Decision Analysis

- Week 9-10: Decision-Making Models
- Week 11-12: Creative Problem Solving

Month 7-8:
Managing People

Workshop: Leadership Ethics and Managing Diversity

- Week 13-14: Performance Management
- Week 15-16: Coaching and Mentoring

Month 9-10:
Strategic Thinking

Workshop: Strategic Decision-Making Simulation

- Week 17-18: Strategic Planning and Vision Setting
- Week 19-20: Change Management

Month 11-12:
Leadership Application and Future Planning

Workshop: Leadership Panel Discussion with Sr. Leaders

- Week 21-22: Leadership Project and Presentation
- Week 23-24: Career Development and Goal Setting

LIGHTPOINT
A D V I S O R S

ASCEND™: LEADERSHIP DEVELOPMENT PROGRAM OVERVIEW

Duration: Up to 18 months (Bi-Weekly Engagement)
Participant Profile: Current leadership positioned for growth or advancement.
Goal: Develop advanced leadership skills and competencies and prepare participants for higher-level leadership roles.

Milestones and Training/Workshop Topics:

Months 1-3: **Leadership Foundations and Self-Management**	**Workshop:** Executive Presence and Personal Branding •Week 1-2: Advanced Leadership Principles •Week 3-6: Self-awareness and Leadership Presence
Months 4-6: **Strategic Leadership and Decision Making**	**Workshop**: Scenario Planning and Strategic Execution •Week 7-9: Strategic Vision and Planning •Week 10-12: Decision Science and Risk Management
Months 7-9: **Leading Change and Innovation**	**Workshop:** Change Leadership Simulation •Week 13-15: Leading Change Initiatives •Week 16-18: Fostering Innovation and Creativity
Months 10-12: **Leading High-Performing Teams**	**Workshop:** Team Building and Leadership Coaching •Week 19-21: Team Dynamics and Performance Optimization •Week 22-24: Leadership in a Remote and Global Context
Months 13-15: **Stakeholder Management and Influence**	**Workshop:** Stakeholder Role Play •Week 25-27: Stakeholder Mapping and Engagement •Week 28-30: Negotiation and Conflict Resolution
Months 16-18: **Leadership Sustainability and Succession Planning**	**Workshop:** Leadership Sustainability Projects •Week 31-33: Ethical Leadership and Social Responsibility •Week 33-36: Succession Planning and Leadership Legacy

OUR TECHNOLOGY PARTNERSHIP: MAINTAINING VISIBILITY TO PROGRESS

The *LIGHTPOINT* Leadership Development Program employs a hybrid approach, offering both virtual and in-person coaching sessions facilitated via our partnership with **COACHING.COM** to maintain streamlined, accessible, and efficient tracking, monitoring, and management of coaching progress.

coaching.com *TECH* **Program Level Features:**

Why Coaching.com? It is the most advanced platform for coaching. Our goal is to create efficiencies in the way coaching is purchased and managed so that more people can access this powerful and often transformative experience.

Features:

- Progress Dashboard
- Integrated Video Conferencing
- Client Portals for participants
- Scheduling for integrations with calendars
- Engagement Automation
- Notifications
- Goal Planning & Feedback
- Chat
- Forms
- Documents & Content
- Mobile App
- Reporting
- Integrations

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