



Leadership Development Program

L.E.A.D.

Leadership & Executive Accelerated Development

by:

Alonos[®]

alonos.com

information@alonos.com



L.E.A.D.

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Program Structure



The successful completion of the program awards the individual with a validated credential available as both a digital badge and certificate.



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Leadership Development Program L.E.A.D. Core

Gain Expertise:

- Leadership competencies that *drive career progression* and **success**
- **Communicate effectively** with peers and employees
- Managing employee **performance**
- Providing effective **feedback** and **coaching**
- Coaching employees for their **career development**
- How to build **high-performing** work teams
- How to drive team **commitment**
- Delivering **results**
- Self-awareness of your own **leadership style** and preferences
- Guide effective team **decision making**
- Apply strategies to maximize employee and **customer interactions**

Who should participate?

All professionals who want to build a foundation of management and leadership principles which will enable career progression and success.

- People managers – if you directly supervise and manage people, this program will provide you with the skills to ensure your future success
- People influencers – if you influence others in the organization through work teams and projects, this program will provide you with the skills to ensure you are effective and productive with your interactions



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Leadership Development Program L.E.A.D. Advanced

Gain Expertise:

- Leadership competencies that *drive* career progression and success
- Company Culture: How to establish, maintain & protect
- Impact and Importance of Company Core Values
- Leading Organizational Change
- Driving Decision Making and Organizational Decision Effectiveness
- Developing Executive Presence
- Managing Conflict and Engaging in Productive Conversations
- Emotional Intelligence using Agile EQi
- 360° Assessment and Professional Development Planning
- *Optional: 1/1 Coaching*

Who should participate?

All mid-career professionals who are in mid-management/leadership roles who want to continue the development of their leadership competencies, skills, and principles.

- Mid-Level People managers – If you lead and manage teams of people, this program will provide you with the skills to ensure your future success.
- People influencers – If you're in high-influence roles where you work through others leveraging cross-functional teams and resources, this program will provide you with the skills to ensure you are effective and productive with your interactions.



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Leadership Development Program L.E.A.D. Executive

Gain Expertise:

- Interacting with Boards & Corporate Governance
- International Business Ethics
- Diversity, Equity & Inclusion
- The High-Performing Executive Team
- Business Decision Effectiveness (Workshop)
- Executive Leadership of the Business Ecosystem
 - Products & Services
 - Market Differentiation
 - Organizational Capabilities
 - Value Chain
 - Supply Chain
- 360° Assessment and Professional Development Planning
- *Optional: 1/1 Coaching*

Who should participate?

Senior level executives who are in advanced career roles who want to continue the development of their leadership competencies, skills, and principles.

- If you're a senior-level leader managing departments, functions, and larger organizational units, this program will provide you with the skills to ensure your on-going success.

The program uses a mix of education, feedback, and application workshops to ensure maximum development and retention.



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PROGRAM INSTRUCTORS

Dr. Dale J. Albrecht is CEO and Executive Partner for Alonos. He is also an Adjunct Professor for several universities including UT Dallas, Texas Woman's University, and Fort Hays State University. He is an author for Forbes, and he has published several journal articles and books.



Dr. Albrecht has fulfilled roles in Performance Consulting, Organizational Design & Effectiveness, Project Management, Engineering, Technical Operations, Human Resources Leadership, Education, and Change Management. He has worked in several industries including retail, manufacturing, telecommunications, medical devices, construction, and Department of Defense. He has considerable experience consulting with most corporate functional areas including sales, engineering, software development, supply chain, human resources, information technology, and service.

Dr. Maria Gomez Albrecht is the Chief Marketing Officer and Executive Partner for Alonos. She is also an Adjunct Professor at UT Dallas and Texas Woman's University. Additionally, she is the President of Prospanica DFW, a non-profit organization established to empower and enable Hispanic professionals to achieve full academic potential, career advancement, and leadership skills.



Dr. Gomez Albrecht is an accomplished and highly-skilled business professional leveraging 25+ years of experience in several industries such as retail, medical, nonprofit, environmental, and education. Her specialties include strategic planning, loyalty and growth programs, promotion and advertising campaign execution, brand and digital marketing, and new product launches in domestic and international markets. A strategic and tactical thinker, Dr. Gomez Albrecht has extensive experience as well in ecommerce, sales operations, project management, data analytics, supply chain, and vendor management. She is also fluent in Spanish and Portuguese, as well as business proficient in French and Italian.

Contacts: