



# Learning Dynamics

Investing in People™

## “INVESTING IN PEOPLE”

### Succession Planning/Leadership Development

Over the past several years, a number of financial institutions have expressed interest in and committed to our “Investing in People” program. With the fast-paced, rapidly changing work environment, we do believe that this interest is a direct result of the need to assess the organization’s current leadership effectiveness as well as to ensure that the organization is setting the groundwork for those people who will lead the organization in the future.

Depending on the need of the organization, this project can begin at the top of the leadership ladder so that the current leaders have the necessary competencies. It can also be implemented at the middle management level, thereby providing those individuals with the skills needed by the organization to move forward in this challenging environment. In most cases, we work with the President and the Human Resources Director as our primary clients. Whether the focus is on succession planning, leadership development or building management bench strength, the outcomes serve to ensure that the organization has the skills and competencies necessary to move forward.

In an article in the Academy of Management Executive, Volume 13, Number 2, Pfeiffer and Vega talk about “Putting people first for organizational success.” They draw on extensive empirical research and make the business case that the culture and capabilities of an organization, derived from the way it trains and develops its people, are the real and enduring sources of competitive advantage. They go on to state that “managers today must begin to take seriously the often heard, yet frequently ignored adage that people are our most important asset.”

“Investing in People” is the embodiment of this philosophy and serves to invest in the human assets that offer the greatest return for the organization.

The overall project is divided into several phases to maximize the ROI for the organization. Depending on the organization’s needs, each phase is open to modification and change.

The entire process is designed to provide:

- An impartial assessment of your leaders’ and managers’ strengths and development needs
- A blueprint for succession planning and future promotions
- A broad development for managers who need critical “people and leadership” skills
- A comprehensive look at key people in leadership positions
- Team building opportunities for managers from different levels in the organization to work together in the workshop
- A final group project where the participants work on a bank specific project that will benefit the organization
- A positive positioning for the organization in showing its commitment to the development of its people.

We would be happy to provide a complimentary consultation. Please feel free to contact Learning Dynamics’ President Jim DeMaio at 203-265-7499, ext. 201.



Visit us at [www.learningdynamics.com](http://www.learningdynamics.com)