



ELCircle as a Supplement to Your Leadership University

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Introduction

ELCircle is a web-based, video-based, leadership curriculum and delivery method designed as a supplement to your leadership curriculum. ELCircle will typically be used to reinforce corporate leadership university content.

Following the costly, but necessary, leadership development offering you provide your top performers it is critical to reinforce that learning investment. Companies must protect their leadership development investment to order to ensure the best possible leadership for your organization going forward. Investing in leadership development only to leave participants underwhelmed if they don't feel challenged or if they believe leadership development is a 'one off' session and not a corporate philosophy, is simply not a viable approach when considering engagement and retention.

ELCircle is a compilation of short, hard hitting lessons on topics that don't necessarily take a full day (or even a half day) of training. Our typical lesson is 15 to 30 minutes and is designed for the start/stop approach that most emerging leaders have to employ. Emerging leaders are typically the busiest people in an organization, and leaving their desk to sit in a classroom to learn is not realistic. The traditional classroom training model does not work well for this audience.

How ELCircle Works

Each ELCircle participant has full access to all of the ELCircle content at their convenience. Additionally, envision your leadership development students adding to their knowledge with a chosen lesson each month and a facilitated lesson review by your faculty. The focus of these sessions is on implementing the lesson content in the specific field situations of participants. With no other activity, you will have added 18 hours of leadership development for each participant over a year and coached the implementation of great leadership, supplementing your annual or semi-annual in person events.

For an overview, please watch this short video introduction to features and a demonstration of ELCircle. Click the image or enter the following in your web browser – <http://ELCircle.com/enterprise/>



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Learning Measurement

As executives responsible for emerging leadership development, we must measure the *application* of learning rather than simply measuring the *transaction* of learning. It starts in the classroom, (really before the participant enters the classroom). Quality in the classroom is crucial to success. We know, however, that the positive glow of even the best classroom experience fades rather quickly.

If we are properly focused on the application of the classroom learning in the work setting, follow-up and reinforcement is much more than a nice-to-have.

Is leadership development possible all year long? With ELCircle as a supplement to your curriculum, the answer is yes.

Faculty

A variety of the best minds in leadership development make up the ELCircle faculty. ELC Advisors are regular contributors providing all of their executive proven content in easy to apply short lessons.

Guest experts also contribute to ELCircle. CEO interviews explore what the CEO expects from emerging leaders.

It's important to note that all ELCircle faculty members are available to answer questions from members via email, or pre-arranged conference calls.

Content

ELCircle lessons are designed for easy access. An ELCircle member has full access to all lessons on their schedule and in the environment they choose.

Lessons are 15 to 30 minutes long – for quick hits of powerful information. Each lesson includes action-oriented questions to allow implementation planning. ELCircle can even email a reminder of goals to help the learner reinforce the action items they decide to pursue.

ELCircle content is the same proven content presented to Fortune 500 leadership teams. Plus, it's focused on all levels of leadership. The lessons tend to the practical with the intention of making the participant think and plan how they can apply the lesson.

Lessons are organized by area of expertise (department model) and by 'roadmaps.' Roadmaps are groupings of lessons on a particular leadership skill.

As an ELCircle enterprise client, you can customize roadmaps specific to the goals of your organization.

Finally, to keep the learning fresh and cutting edge, new content is added to ELCircle on a monthly basis.

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Lesson Tracking / ELCertification ELCertification allows for tracking of each member's completed lesson toward certification.

Members can view their progress at any time. They can email their progress to anyone they choose – specifically their manager or mentor; and their training leader.

Instructors and mentors can view a participant's progress just before coaching sessions; and follow the details of how the participant answered questions for each lesson. The result? Coaching sessions that are more valuable for the participant and more rewarding for the instructor/mentor.

Monthly reports of all activity are provided to the Training Department and the student's manager.

Custom Lessons As an ELCircle enterprise client, you can create custom video lessons for your teams that only your teams can access. This feature enables close correlation to your Leadership University content. We work with your organization to develop these private lessons based on our experience.

Group Viewing To continue the collaboration of your onsite leadership workshops, ELCircle lessons can be viewed in group sessions while each participant provides their input. This truly enables a group to develop as a team, while highlighting (or acknowledging) one another's strengths and weaknesses.

Workflow Follow the steps below to understand the typical use of ELCircle as a follow-up tool:

- Introduce ELCircle during the classroom training portion of a leadership program.
 - Identify ELCircle lessons specific to the leadership lessons you want to reinforce throughout the year creating custom Roadmaps.
 - Assign one lesson per month to participants.
 - Facilitate a monthly call or web seminar focused on the assigned lesson. Discuss how it will be implemented in each functional area. Explore issues, barriers and techniques for adoption. This session is typically facilitated by instructors from the classroom leadership program (your company executives and/or trainers).
 - In order to personalize this follow-up discussion, facilitators prepare by reviewing the answers to post lesson questions. Additionally, a review of the goals each student documents is invaluable.
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**Easy to
Implement**

ELCircle resides in a secure, web-based environment. Additionally, it requires no involvement from your information technology group.

Investment for each participant is \$25 US per month. Reasonable investment for private lessons is on a case by case basis.
