



{ OVERVIEW }

Developing Your People

 **Ninth Edge**

Know Better.



Your leadership superpower.

In many organizations, leaders face the challenge of unlocking the full potential of their teams. Despite good intentions, many leaders struggle with providing meaningful development opportunities for their people.

The question is:

How can leaders strategically foster their team's growth and engagement, while balancing the demands of business?

At Ninth Edge, we understand that developing your people isn't just about providing training—it's about creating a holistic approach to their growth.

Our **Developing Your People** program equips leaders with the insights and tools to help them become more effective at coaching, guiding, and challenging their teams to reach their full potential.



You'll learn to:

- Identify key differentiators of high-performing leaders: Learn how the best leaders develop their people and turn leadership into a competitive advantage.
- Master the 70/20/10 model: Discover how to strategically apply the right mix of on-the-job experiences, developmental relationships, and formal training to accelerate growth.
- Foster a culture of continuous learning: Empower your people to take ownership of their development through meaningful and diverse experiences.
- Build customized development plans: Use a personalized approach to tailor developmental opportunities to each individual's unique strengths and career aspirations.



Overview of the Program

- **Welcome and Introduction:** Understanding the role of leadership in developing talent.
- **What Differentiates High-Performing Leaders?:** Exploring the behaviors and strategies of leaders who excel at growing their people.
- **The 70/20/10 Model:** Learning how to leverage on-the-job experiences (70%), relationships (20%), and formal training (10%) to create impactful development plans.
- **Overcoming Development Challenges:** Tackling common barriers such as time, courage, and talent hoarding.
- **Building Your Development Plan:** Crafting a roadmap for accelerating growth and engagement within your team.
- **Wrap-Up:** Summarizing key takeaways and preparing for ongoing development.

Target Audience

People Leaders

Delivery Options

Face-to-Face or Virtual Instructor-Led Training

Workshop Timing



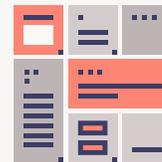
Half-Day Workshop

- Clarifying the Skill
- Building Self-Awareness
- Feedback and Coaching
- Action Planning



Full-Day Workshop

- Clarifying the Skill
- Building Self-Awareness
- Feedback and Coaching
- Skill-Development
- Peer Coaching
- Action Planning



Customizable with Other Ninth Edge Solutions

- Performance Feedback
- Performance Coaching
- SLII





Leaders who have completed the Developing Your People program report:

Increased engagement

Team members feel more valued and invested in their personal and professional growth.

Improved performance

Individuals take ownership of their learning and apply new skills to drive business success.

Stronger team relationships

Leaders and team members develop deeper connections through mutual trust and growth.

Without a strategic approach to development, teams can become stagnant, disengaged, and underutilized.

At Ninth Edge, we provide the tools and strategies to help you unlock the full potential of your people.



 Your Business
is our business.

{ NINTH EDGE
TRUSTED BY: }

 Abbott

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 CME Group

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HEITMAN

Optiver Δ

 Steel Dynamics, Inc.®

Take the
next step.

Are you ready to foster a culture of growth and high performance?

Let's discuss how the **Developing Your People** program can help you build stronger, more successful teams.

Click below to schedule a consultation and start developing your people today.

{ Schedule a consultation.  }

