



# Alpine Link SCOPE of Leadership™

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Studies have shown that you can put good people into business environments that have poor processes, sub-standard systems and inefficient structures and they will fail. Knowing this, much of the business investment over the last 25 years has been focused in these areas. However, in recent years it has become more evident than ever that leaders are not only responsible for the decisions that impact these areas, but that their skills and behaviors can derail any area of progress an organization might make. It is an organization's leadership competency, which exists at all levels in the organization, that is responsible for its business strategy, quality of operational execution and business performance. We are now in any era where most executives readily agree that leadership is critical to their company's success.

Yet few organizations significantly invest in developing their leaders. Organizations readily buy new equipment, lease buildings, add people and commit expense budgets in a variety of ways, but are reluctant to invest in leadership development. As a result, many organizations currently face a critical leadership gap. A gap defined by a shortage of qualified leaders to take on new assignments and the overextension of the few qualified leaders that are currently in place. The consequence is an organization that operates well

below its peak potential. An organization often so consumed by day-to-day operational execution that it can't change or effectively engage in promising new business opportunities. Perhaps even an organization with a great vision and values, nevertheless one that can't realize its peak potential due to a decline in employee passion, collaboration, innovation and performance .... all characteristics directly impacted by an organization's leadership competency.

Besides the obvious defense of too little time and money, a possible explanation for this lack of investment is that executives have few investment options to choose from that deliver immediate value. The reality is that most successful executives focus on near term results and return on investment. It is perhaps understandable then that few could afford to send their high potential employees to college for a year ... or longer. Few can justify taking their key people out of their current positions and putting them into 6-12 month long developmental assignments. And on the other extreme, what real value would a company derive from sending a high-potential employee to a one or two day seminar that is more motivation than substance and quickly wears off when the participant returns to the reality of the business?

While it may appear the only real solution is continued on-the-job learning, there is at least one other alternative. Alpine Link has created a short term, yet high-impact leadership development program that delivers immediate results. It is based on 27 critical competencies exhibited by the most successful leaders in the world. These competencies are put into context via an easy to understand, yet powerful five layer model, the SCOPE of Leadership™.

The SCOPE of Leadership™ model starts with a foundation of self awareness and core competencies that enable participants to lead themselves, a key prerequisite to leading others. With successive layers based on competencies related to communications, developing others, collaborating and partnering, the model concludes with competencies that facilitate engaging to deliver results.

The SCOPE of Leadership™ competencies are transferred to participants through a combination of self assessments, colleague assessments, coaching sessions, assignments, exercises and interactive classroom instruction over a short period of time. The assessments and assignments are typically completed over a period of 2-4 weeks. They are then followed by one-on-one coaching, classroom instruction and exercises provided in a “boot camp” that is conducted over 1-2 week long sessions.

The SCOPE of Leadership™ is intended for high-potential managers and executives at all levels. By attending, participants will:

- Uncover their strengths, developmental areas and develop a personal leadership roadmap that puts them on a path to sustained individual excellence.
- Gain knowledge in appropriate use of leadership styles and discover their primary leadership style.
- Learn how to motivate and communicate with vision and purpose.
- Discover the keys to hiring top talent, building teamwork and developing other leaders.
- Learn how to extend their reach and competitive advantage through partnering and collaboration with others inside and outside the organization.
- Recognize and engage in opportunities that move their organization to peak levels of performance.

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Here is what some of the SCOPE of Leadership™ Boot Camp graduates have said to their management team upon completion of the program:

- Thanks again for investing in the SCOPE of Leadership™ Boot Camp. I have never experienced a better run and developed training course. The course included so many important development themes that I personally feel humbled as to what I have yet to learn in 16 years of sales management. This course has changed me and challenged me both personally and professionally. I am truly grateful for the opportunity to experience this event.
- Again, thanks for allowing me the opportunity to participate in this extraordinary experience. I am truly changed because of this.
- I recently had a discussion with our CEO in reference to the most recent "best companies to work for" rankings. The themes discussed in this course will not only change our corporate culture, it will also change how we interact with our customers. I have been hoping for 9 years here that we would one day communicate the values shared during this training. The future is very bright. I am highly motivated, and I will not be surprised, because of this training, that one day soon our company will make the "best company to work for" list. I hope that all individuals within our company have an opportunity to experience some form of this training.
- The training was invaluable and time well spent.
- It was a tremendous growth and learning experience and the time spent together as a team will prove invaluable.
- I want to emphasize how much I truly enjoyed the entire 360 experience. I have to admit I questioned some of the prep work; However, I was pleasantly surprised at the way it all tied back together. Thanks again for the opportunity!
- Once again, my deepest thanks to the team who made this Boot Camp experience possible.
- Thank you and the executive team for investing in my personal and professional growth.
- The Leadership Boot Camp was an eye opening experience. The list of books to read tripled over the week. "Good to Great" is in the mail and I should be receiving it next week. I am truly excited about my future here and look forward to continuing to hone my management/leadership skills. Thank you again.
- I want to again thank you for sponsoring the bootcamp...I am energized and place a high value on the experience and what I took from it.
- Thanks again for this opportunity.

For more information on The SCOPE of Leadership™, contact Mike Hawkins at 970-453-4924 or email [mike@alpinelink.com](mailto:mike@alpinelink.com).

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**Alpine Link Corporation – Your link to reaching *peak* potential.**

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