

# LEADERSHIP ARCHITECT 101

## DR. LAWRENCE P. CLARK

### *LEADERSHIP ARCHITECT 101: Competency Modeling*

HOW CAN I IMPLEMENT AN EFFECTIVE COMPETENCY-BASED HR PROCESS?

#### **Purpose:**

The LEADERSHIP ARCHITECT® 101 is a comprehensive, integrated set of tools that give executives, managers and human resource professionals the ability to put research-based leadership and organizational development best practices into action. LEADERSHIP ARCHITECT® 101 establishes a common “competency” language helpful in identifying critical skills needed for individual and organizational success. Armed with Leadership Architect® 101, you will be able to implement an array of competency based HR tools efficiently, effectively and with confidence.

#### **Objectives:**

- Interpret the research behind the Leadership Architect® Suite – studies on experiential learning, derailment, and development, and leveraging this information in your organization
- Use the Leadership Architect® Competency Sort Cards to identify differentiating competencies critical for success across different jobs and levels, create job profiles and individual assessments
- Set foundation for integrated, competency-based HR processes such as interviewing, feedback, development and succession planning, and translate them all back to individual development
- Assess and prioritize skill gaps between individuals and various job profiles
- Construct an aligned, competency based, strategic HR program to provide the greatest value to your organization

#### **Results:**

A common language and background to further develop/incorporate tools to manage your most important asset – your people.

#### **WHO SHOULD ATTEND?**

Practitioners who wish to learn more about competency based HR processes, the Leadership Architect® Library of tools, and those facilitating and implementing developmental language in their organization. Appropriate for all levels

#### **ADDITIONAL INFORMATION**

*Note: Because no restricted tools are used in this workshop, participants are not “certified,” but will have met prerequi-*

*site requirements for future Leadership Architect® Certifications.*

*Lominger specializes in developing research based, experienced tested tools for assessing and developing individual, team and organizational effectiveness.*

#### **COURSE MATERIALS:**

Workshop manual and Quick Reference Guide, LEADERSHIP ARCHITECT® Competency Sort Cards, Career Architect Development Planner, FYI For Your Improvement™, The Lead-

ership Machine Book, 100 Things You Need to Know Book, 50 More Things You Need to Know Book, Lessons of Experience Book, Research and Interpretation Guides, Career Architect Development Placemat, Broadband Talent Management Book and Coaching Reference Guide.

#### **Registration Fee:**

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