

The Total Leader[™] Concept

Have you also noticed that in today's society everything is happening faster and faster due to new technology? The entire world is just around the corner and jobs are quickly becoming more complicated. Everyone is juggling many balls and the issues of the day reign. This is why the need for effective and highly skilled leaders has only intensified.

In this "new world economy", for any organization to become a truly **empowered, productive, and innovative** enterprise, it must develop skilled leaders throughout all levels of the organization. In fact, the organization of the future is one where everyone is a leader; people are only really empowered to be creative and innovative when they are able to lead themselves. Therefore, progressive companies are already developing leaders throughout their ranks!

LMI has developed the Total Leader[™] concept especially for this purpose. It includes a **complete and integrated process for developing leaders throughout any organization**. These people are productive, take initiative, set goals, communicate well, and achieve worthwhile results together, thus enabling the organization to excel.

The Total Leader[™] concept identifies four key areas in leadership development:

1. Personal productivity

Personal productivity is the ability to manage yourself, your time, and your priorities to operate at **maximum performance**.

2. Personal leadership

Personal leadership is the ability to lead yourself; to be a self-motivated leader of your own personal and business life. As a personal leader, you determine what life you want and then, through planning and action, make it happen. Personal leadership also means becoming a Total Person[™]; a person who is effectively **developing and balancing all areas of life**.

3. Motivational leadership

Motivational leadership is the ability to lead and motivate others. As a motivational leader you understand that people are the source of all progress and innovation. You also help others to use more of their talents and to work towards results as a team. You **forge dynamic and successful teams**.

4. Strategic leadership

Strategic leadership is the ability to lead an organization. As a strategic leader you define and develop the purpose of an organization, the key strategies and the optimum structure; with the right people in the right roles and with effective processes. You **define, set and sail a successful course for the organization**.



The best leaders — total leaders — excel in all of the above areas!



do you make time for your-best-self?
your-best-business?



The Total Leader[™] Process

The Total Leader[™] concept (see overleaf) provides a thorough, comprehensive, complete and integrated leadership development process. It literally develops people into complete and balanced leaders!

Too many organizations attempt to develop leaders with a fragmented, hit-and-miss approach. They focus on a number of personality traits, a checklist of competencies, or one facet of leadership believing that is all they need. However, developing total leadership is much more complex. It requires participants to **grow “from within” on all aspects of leadership, in a continuous, ongoing, lifelong process.**

The Total Leader[™] process supports such leadership development, based on a practical and proven method. The process is facilitated by professionals with an extensive background in leadership and management. This shows in their **very practical and result-oriented approach** in shaping and balancing the development of leadership throughout entire organizations:

1. Assess the business situation

Together we assess the current and desired situation for your organization and its participants. Your LMI facilitator(s) have already done this many times, in various industries, and will ensure a smooth process.

2. Define goals and returns and set priorities

The desired results and returns are defined and translated into clear business goals and priorities. Participant goals follow from this and are often supplemented with private goals to promote a proper work-life balance.

3. Gain insights and convert these into tangible action

The core of the Total Leader[™] process: Most of the LMI development process happens while working. Our guidance makes participants more aware of their environment, of what they think and do and of the results that they achieve. They then develop new skills and behaviors that improve and increase their results, in line with the predefined personal and business goals. This makes the **process very effective. Participants only need to be away from daily operations for a few hours every few weeks**; these can be outside working hours.

4. Measure results and returns

Progress towards the goals is monitored and corrective action is taken if needed. It is normal for circumstances to change regularly so the Total Leader[™] process provides the required flexibility.

5. Keep improving

Repetition and application are the basic ingredients for further developing your organization. The Total Leader[™] process fully supports this, which is why many customers prefer a strategic cooperation.

The Leadership Management[®] organization exists for over 50 years and works with both small and large businesses in over 80 countries. Based on this extensive experience, the Total Leader[™] process **guarantees results!**



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