Lominger Certifications

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LEADERSHIP ARCHITECT® 101: Competency Modeling

Armed with LEADERSHIP ARCHITECT® 101, you will be able to implement an array of competency based HR tools efficiently, effectively, and with confidence.

- Includes a comprehensive, integrated set of tools that gives executives, managers, and human resource professionals the ability to put research-based leadership and organizational development best practices into action.
- Establishes a common "competency" language helpful in identifying critical skills needed for individual and organizational success

VOICES® 360°: Feedback Facilitation and Coaching

VOICES® is Lominger's research-based and experience-tested solution for delivering 360° feedback that helps career-minded people to succeed.

- Uses Lominger International's Competencies and/or Career Stallers and Stoppers as the foundation by which important development plans are created.
- Equips practitioners with best practices for implementing VOICES®, to enable facilitation of constructive and meaningful 360° feedback for all levels of your organization.

CHOICES ARCHITECT®: High Potential Identification

Research has shown that what separates the best from the rest is learning agility—the ability to be resourceful in the face of change.

- Uses research-based tools designed to help you measure learning agility.
- Helps you identify "learning agile" job candidates and employees within your organization to help you effectively implement succession planning and development efforts critical for the long-term success of your organization.

STRATEGIC EFFECTIVENESS ARCHITECT®: Alignment

Organizational capabilities and mission critical competencies.
SEA provides the language for translating strategy into organizational capabilities, organizational capabilities into mission critical talent competencies, and strategic and organizational capabilities into team requirements. Use Strategic Effectiveness Architect® to:

- Appraise the organization's current capabilities to identify any gaps between what is needed to effectively implement the strategy and what is in place now.
- Plan for organizational improvement to meet present or future strategic needs.
- • Determine strategic possibilities and assist in merger/acquisitions due diligence and subsequent integration planning and execution.

Certifications

- ◆ Leadership Architect
- ◆ VOICES
- ◆ CHOICES Architect
- ◆ Strategic Effectiveness Architect
- ◆ Interview Architect
- ◆ Team Architect

INTERVIEW ARCHITECT®: Competency Based Selection

Research on interviewing success and accuracy shows that structured or formal interviews outperform unstructured or informal interviewing.

- *Guides you in creating customized interview guides aligned with the LEADERSHIP ARCHITECT® competencies.*
- *Helps hiring managers to more precisely identify qualified candidates by integrating its easy-to-use design in their organizations.*

TEAM ARCHITECT®: How Teams Make a Difference

Team Architect® is designed for teams that are critical to setting and executing strategy. Teams like management teams, project teams, cross-functional teams, and virtual work teams.

- *Promote a consistent, universal language around what constitutes a high-performing team.*
- *Articulate why teams are important today, and why teamwork remains the ultimate competitive advantage.*
- *Identify the five stages of team development; forming, storming, norming, performing and adjourning.*

LEARNING AGILITY®: The Essentials

Future business success depends on leaders who can successfully navigate new and challenging situations; those who are learning agile. Learning Agility Essentials equips you with deeper insight and practices to apply the concept of Learning Agility within systemic talent management and leadership development programs.

- *Recognize the importance of Learning Agility in systemic talent management*
- *Develop a common language of Learning Agility to assess, recruit and develop talent*
- *Experience Learning Agility through high-potential talent identification, succession planning, hiring and selection*
- *Apply Learning Agility to differentiate talent development*
- *Develop skills to facilitate in depth interviewing for Learning Agility*

LEARNING AGILITY®: The Assessments

This program that offers interpretation, delivery, practice and application of the vi-aEDGE™ and Choices™ instruments. Whether you need to measure the potential of large populations, or clearly define development areas for individuals within your top talent, this course will equip you to integrate scalable formal Learning Agility assessments into your Talent Management system and to skillfully apply the K/F Lominger Learning Agility assessments.

- *Identify the research behind the tools and the mechanics of using the assessments*
- *Interpret results of viaEDGE and Choices™ reports*
- *Model best practices for delivery of the assessment results within feedback sessions --group and individual format*
- *Match people to powerful development assignments to accelerate individual development plans*

Lawrence P. Clark, Ph.D.: For over 30 years, Dr. Clark has been a consultant to businesses, government agencies, educational institutions, and private research corporations. He has extensive experience with change management, management assessment, design and implementation of executive development programs, organizational development, and organizational research. As an executive coach Dr. Clark has worked with over 2500 executives and managers .

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