

# LEADERSHIP DEVELOPMENT



## OVERVIEW

Leadership development isn't just important—it's the critical differentiator between organizations that thrive and those that merely survive in today's volatile business environment. While most consulting firms deliver traditional, one-size-fits-all leadership programs with surface-level approaches, LOS® Global takes a fundamentally different approach through our comprehensive portfolio of seven specialized leadership development programs that quickly understand your unique leadership challenges and deliver simple, scalable, and sustainable solutions. We don't just teach leadership theory—we transform leaders by combining proven assessment tools like DiSC and Hogan with real-world application, creating bespoke development experiences that address the specific challenges your leaders face right now. Our approach spans the complete leadership spectrum—from Management Effectiveness for emerging managers and Communications mastery for executive influence, to Change Leadership resilience and the elite SEAL Leadership Challenge that forges unshakeable mental toughness under pressure. We see what others don't and serve as the calm in the storm, focusing on uncovering and unleashing the leadership superpowers already within your people while building cultures where psychological safety drives innovation and accountability delivers results. The result? Leaders who don't just manage change but master it, teams that don't just survive disruption but drive breakthrough performance, and organizations that build sustainable competitive advantage through exceptional leadership at every level.

## OUR MOST IN-DEMAND PROGRAM CONFIGURATIONS

### LOS® LEADERSHIP EFFECTIVENESS

The LOS® Leadership Effectiveness Program equips senior leaders with the critical skills to not only survive but thrive during organizational upheaval—mastering strategic thinking, resilience, and the art of turning resistance into momentum while developing others through coaching and influence. Unlike traditional leadership programs that offer one-size-fits-all solutions, this comprehensive bespoke program delivers the sophisticated problem-solving, delegation, and difficult conversation skills that separate change champions from change casualties, enabling leaders to drive transformation with confidence and measurable operational results.

- Being Resilient in the Midst of Change and Uncertainty
- Critical Thinking and Problem Solving Skills
- Delegating Effectively
- Developing Others Through Coaching
- Having Difficult Conversations
- Leading Change
- Lean Into the Resistance of Change
- Persuasion and Influencing Skills
- Strategic Thinking

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## OUR MOST IN-DEMAND PROGRAM CONFIGURATIONS

### LOS® MANAGEMENT EFFECTIVENESS

The LOS® Management Effectiveness Program transforms emerging managers into exceptional leaders by mastering the complete spectrum of people leadership—from building motivational environments and hiring top talent, to coaching team members for development and navigating challenging conversations with confidence. Unlike generic leadership programs that offer one-size-fits-all solutions, this comprehensive bespoke program delivers proven, battle-tested strategies across 11 critical competencies specifically curated for mid-level managers who drive day-to-day operational success. It creates measurable impact on team performance, talent retention, and operational effectiveness while building the essential leadership capabilities that bridge individual contribution and executive leadership.

- Best Practices of Leading Remotely
- Building a Motivational Environment
- Clear Expectations and Effective Feedback
- Delegating Effectively
- Developing Others Through Coaching
- Empowering one-on-one Meetings
- Having Difficult Conversations
- Hiring Great Talent
- Managing Performance Conversations
- Moving From Peer to Boss
- Understanding Your Leadership Style

### LOS® COMMUNICATION EFFECTIVENESS

The LOS® Communications Effectiveness Program transforms leaders into influential powerhouses by combining advanced presentation skills with strategic communication tactics and personality-driven influence techniques using proven assessment tools like DiSC and Hogan. Unlike traditional communication training that focuses on surface-level skills, this comprehensive bespoke program delivers the sophisticated persuasion and influencing skills that separate executive-level communicators from the rest—enabling leaders to drive decisions, inspire action, and command respect in any room while achieving measurable operational results.

- Presentation Skills
- Strategic Communication Skills
- Influential Communication (using DiSC, Hogan, etc.)
- Persuasion and Influencing Skills

\*Coaching and Action Learning Projects are recommended for integration of learning

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## OUR MOST IN-DEMAND PROGRAM CONFIGURATIONS

### LOS® CULTIVATING CULTURE

The LOS® Cultivating Cultures Program tackles the two most critical foundations of high-performing organizations—building unshakeable accountability while creating the psychological safety that unleashes innovation and breakthrough thinking. Unlike traditional culture initiatives that focus on surface-level changes, this comprehensive bespoke program delivers the proven frameworks and assessment-driven strategies that transform workplace dynamics at the deepest level, creating cultures where people thrive, take ownership, and drive measurable operational results.

- Building an Accountable Culture
- Driving Innovation by Building Psychological Safety

### LOS® TEAM EFFECTIVENESS & DEVELOPMENT

The LOS® Team Effectiveness & Development Program offers four scientifically-backed pathways to building high-performing, cohesive teams—whether through Lencioni's proven 5 Behaviors framework, data-driven Hogan personality insights, DiSC communication dynamics, or the cutting-edge psychological safety approach that unlocks innovation and breakthrough thinking. Unlike traditional team-building activities that focus on surface-level engagement, this comprehensive bespoke program delivers measurable behavioral change and sustained team performance improvements by addressing the root causes of team dysfunction while creating the psychological safety where teams take risks, innovate fearlessly, and achieve measurable operational results.

One of the following:

- 5 Behaviors of a Cohesive Team
- Hogan Team Building
- DiSC Team Building
- Driving Innovation by Building Psychological Safety

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## OUR MOST IN-DEMAND PROGRAM CONFIGURATIONS

### LOS® CHANGE LEADERSHIP EFFECTIVENESS

The LOS® Change Leadership Effectiveness Program combines the essential elements of thriving in today's volatile business environment—building unshakeable personal resilience and growth mindset while creating the psychological safety that drives breakthrough innovation and transforms resistance into momentum. Unlike traditional change management training that focuses on processes, this comprehensive bespoke program delivers the deep psychological and leadership skills that separate change champions from change casualties, enabling leaders to not just survive disruption but to lead their teams to extraordinary performance through uncertainty while achieving measurable operational results.

- Being Resilient in the Midst of Change and Uncertainty
- Cultivating a Growth Mindset
- Driving Innovation by Building Psychological Safety
- Leading Change
- Lean Into the Resistance of Change

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### LOS® SEAL LEADERSHIP CHALLENGE

The SEAL Leadership Challenge is an elite 12-hour crucible experience that shatters limiting beliefs and transforms leaders through battle-tested Navy SEAL methodologies—combining physical obstacles, mental warfare, and 'Gunfight Leadership' principles to push participants beyond their current limitations and establish unshakeable emotional discipline and grit. Unlike traditional leadership development that focuses on theory, this intensive challenge delivers proven psychological and physical breakthroughs through combat-tested strategies that separate true leaders from the rest—enabling participants to dissolve resistance, overcome procrastination, and achieve extraordinary performance in business and life while building the mental toughness essential for leading in today's volatile environment.

- Duration: 12-hour intensive experience
- Location: Temecula, CA (Texas location coming soon)
- Led by: 26-year Navy SEAL veteran
- For: both men and women

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## CATALOG (BY TOPIC)

### Management Skills

- Best Practices of Leading Remotely
- Building a Motivational Environment
- Clear Expectations and Effective Feedback
- Delegating Effectively
- Developing Others Through Coaching
- Empowering one-on-one Meetings
- Having Difficult Conversations
- Hiring Great Talent
- Interviewer Training
- Managing Performance Conversations
- Moving From Peer to Boss
- Understanding Your Leadership Style

### Culture

- Building an Accountable Culture
- Driving Innovation by Building Psychological Safety

### Team Effectiveness & Development

- 5 Behaviors of a Cohesive Team
- DiSC Team Building
- Hogan Team Building
- New Manager Assimilation

### Change

- Being Resilient in the Midst of Change and Uncertainty
- Change Management
- Cultivating a Growth Mindset
- Driving Innovation by Building Psychological Safety
- Leading Change
- Lean Into the Resistance of Change

### Leadership Skills

- Aligning Goals with Strategy
- Being Resilient in the Midst of Change and Uncertainty
- Building Your Leadership Coaching Skills
- Change Management
- Clear Expectations and Effective Feedback
- Critical Thinking and Problem Solving Skills
- Cultivating a Growth Mindset
- Cultural Communication
- Delegating Effectively
- Developing Others Through Coaching
- DiSC Work of Leaders – Leveraging Styles to Drive Strategy
- Executive Presence and Presenting Confidence
- Leading Change
- Leading with Emotional Intelligence (EQ)
- Lean Into the Resistance of Change
- Persuasion and Influencing Skills
- Relationship Strategies that Build Trust
- Strategic Thinking

### Communication Skills

- Cultural Communication
- Having Difficult Conversations
- Influential Communication (using DiSC, Hogan, etc.)
- Persuasion and Influencing Skills
- Presentation Skills
- Strategic Communication Skills

### Seal Leadership Challenge

\*List is updated continually. Let us know if there is something else you need that you do not see listed here.

## CONTACT US

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**LOS GLOBAL**