



The SCOPE of Leadership™

Studies show that you can put good people into business environments that have poor processes, sub-standard systems, and bad strategies, and they will fail. Therefore, much of the business investment over the last 25+ years has been focused in these areas. However, it is people, and in particular people in management positions that are responsible for processes, systems, strategies, and other performance enablers. It is an organization's leadership competence that is most responsible for its quality of operational execution and business performance. The root of performance isn't a process, system, or strategy. It is the people who create the processes, systems, and strategies. It is the people who hire, manage, lead, and develop the employees who execute the strategies and processes.

"The 38 competencies of The SCOPE of Leadership move managers off the *treadmill of busyness as usual* and onto the path of working intentionally and delivering great results."

Most managers recognize the importance of people. In fact they often complain that they can't meet their goals because they lack the right people with the right skills. Studies confirm that three-fourths of organizations have a skills shortage which is the number one issue preventing achievement of organizational goals. So what are managers doing about it?

For many managers, the solution is hiring and firing. They hire people, put them to work, and if

they stop performing to expectations, they fire them, and repeat the process over. Yet top performing organizations use a different approach. They build the skills of their employees rather than constantly churn them in and out of the organization. They continuously coach and enable them.

The SCOPE of Leadership™ is a competency model that focuses on building leadership competencies that enable leaders to lead as coaches. It focuses leaders on developing their people and their people's capabilities. It is a set of thirty-eight competencies in five categories that are consistently found in great leaders and top performing organizations. The thirty-eight competencies of The SCOPE of Leadership move managers off the *treadmill of busyness as usual* and onto the path of working intentionally and delivering great results.

The competencies of The SCOPE of Leadership move managers from commanding, controlling, and doing to coaching, enabling, and inspiring. They enable a leadership ability and approach that leaders use to improve and leverage their number one asset – their people.



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The SCOPE of Leadership uniquely develops both the mindset and ability leaders need to develop their people, foster teamwork, and produce results. Rather than a random set of competencies, it takes into consideration the dependencies that competencies have on each other. For example, for leaders to execute with excellence and sustain a team's peak performance, they need to leverage partners and teamwork. To leverage teamwork, they need to develop the skills of the people on the team. To develop skills and motivate people, they need to communicate effectively which requires trust, respect, and an ability to set the example that others aspire to follow.

Collectively, Alpine Link's thirty-eight SCOPE of Leadership competencies enable leaders to:

- Lead by Example**
- Attract and Develop Top Talent**
- Communicate and Speak with Confidence**
- Build Trust and Teamwork**
- Leverage Inter-Organizational Collaboration**
- Motivate and Inspire Performance**
- Impart Ownership and Stimulate Engagement**
- Shape a High Performance Culture**
- Sustain Operational Excellence**
- Deliver Exceptional Results**

For more information on The SCOPE of Leadership boot camps, workshops, coaching, assessments, or other Alpine Link leadership development services, contact Alpine Link at info@alpinelink.com.

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