



# Alpine Link's SCOPE of Leadership™

Studies consistently find that an organization's leaders have the most impact on organizational performance. An organization needs highly-skilled and fully-engaged employees at all levels, but leaders are the ones who have the most impact on employee engagement and their skill development. Leaders have the most impact on strategy formulation, people selection, process improvement, technology adoption, innovation, offering development, performance accountability, and profitability. Leaders set the example that others follow.

"The 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."

Alpine Link provides leadership development services that consistently produce great leaders who deliver results. Services include executive coaching, leadership assessments, onsite training workshops, offsite experiential training programs, and virtual training. All services utilize Alpine Link's library of best-practices that are continually updated with findings from contemporary neuroscience research, ongoing coaching, and consulting engagements.

At the core of Alpine Link's library of best practices is the *SCOPE of Leadership™*, a framework that focuses on building leadership competencies that enable leaders to lead as coaches. This framework 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 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.

For many managers, their day is a blur of tactical activity that rarely produces the results that are possible. They are constantly reacting to problems and giving attention to the urgent rather than the important. Top performing organizations use a different approach. They execute with excellence by working through their people. They focus on motivating, exhorting, coaching, and assimilating their people.

The competencies of the SCOPE of Leadership focus managers on leading rather than telling and doing. They focus on the five categories of leadership that have the most impact on organizational performance:



The SCOPE of Leadership™

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.

Collectively, Alpine Link's 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 Alpine Link's SCOPE of Leadership training programs, workshops, coaching, assessments, and customized leadership development services, contact Alpine Link at [info@alpinelink.com](mailto:info@alpinelink.com).

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