



# HOLISTIC LEADER DEVELOPMENT PROGRAM

**BADBOBBY.COM**

The RTDS leadership development tools and the badbobby.com website are designed to help you create a rich leadership development culture in your ministry by accelerating the learning and growth of your leaders, and creating the conversations that support their learning. We believe in developing leaders from a holistic perspective, seeing them as *people* and not as *problems* to solve. The six Inventories, goal setting process, and eight personalized feedback reports serve as catalysts for transformational conversations between leaders, within existing teams, or in mentoring or coaching relationships in your ministry.

**Step 1:** Identify the leaders (emerging or existing) for whom you would like to provide the tools.

**Step 2:** Establish the timeline. The six inventories contained in the badbobby.com website can be taken all at once, over a six month period, or over a year. Having leaders complete an inventory every month (six month plan) or every other month (12 month plan) works best. Due to the depth of each tool and the conversations they support, allowing 2 to 6 weeks between each inventory and investment conversation is optimal. All leaders have access to the developmental goal setting tool at badbbobby.com, enabling them to set and share goals in their developmental network.

**Step 3:** Decide on level of engagement you would like to provide for your leaders. Levels of options include the following:

**Level 1:** Provide the assessments to the leaders and teams you have identified in step 1. Identify a leadership development expert inside your ministry, or someone who has indicated a desire to implement a leadership program. This individual will then complete the RTDS Coaching Certification, own and champion the process, design and deliver the communication plan, and train the leaders, coaches, and mentors on how to use the tools.

Transforming your ministry's leadership development culture requires a clear commitment to learning as well as performance, and a senior leadership commitment to participate in the process. If it is important for new leaders, it is important for all leaders. *One way to ensure success of the program is to include a 90 minute launch meeting with your leaders where Dr. McKenna or an RTDS Master Coach introduce the program with your senior leader.*

**Level 2:** In addition to Level 1, Dr. McKenna and/or an RTDS Master Certified Coach will lead two half-day sessions at the beginning of the program to walk all leaders through the six tools. This kickoff is designed to do the following:

- Engage the leaders to establish a leadership development culture.
- Connect the leaders to the existing network of support that is already available them in their ministry.
- Develop a shared familiarity with the entire process

*Level 3:* In addition to Level 2, RTDS will provide the structure for the program and a leader who will manage all communications with your leaders regarding the timing of team and mentor/mentee conversations. In addition, the leader will meet with the entire group 3 times during the year for a day long offsite, with a specific focus on 2 of the tools at each meeting.

Additional options include:

- Pre-assessment consultation to establish your leadership development program and ongoing consultation on program implementation
- RTDS Master Certified coaches provided to leaders in your organization
- On site training and/or certification for your leaders to become certified RTDS coaches
- 90 minute, 3 hour, and day long workshops on each of the topics areas in our Holistic Leadership Development process
- An end of program Leadership Development Report providing an aggregate profile and detailed data regarding the needs and next steps identified by your leaders
- A pre-post assessment of changes in the leadership development culture in your organization
- A communication plan for reminding leaders to complete the assessments and other upcoming dates

Our goal is to partner with you as you build a culture where leaders are encouraged to stretch themselves to the edge and are supported on that edge.

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