

Leadership Development Through Executive Study

“ILR Let’s You Design the Program to Meet Your Leadership Needs”

Frequently, in the academic, socio-political, and corporate environments we come face-to-face with the requisite leadership skills, abilities and processes that are critical to achieving success in addressing a set of challenges that are unique to the organizational setting. Too often, the task is perceived as requiring a recipe for leadership that is universal in appeal. Try as we may, we find that there is no magic bullet for successful leadership. Instead, we find that what we need are original solutions to address the specific leadership needs of our organization and environment within a distinct time frame. Consequently, we must recognize that our criteria for successful leadership will be as unique to our community as it is different from that of other communities.

Why then, does every leadership institute tout itself as the sole source of leadership development? A recent Google search found 19,800,000 responses for leadership training. Most of these programs present their version of leadership. As a result, these programs must be of a general nature in order not to challenge the specific needs of any given organization. You might as well read a how-to book.

The Institute for Leadership Research at Texas Tech has taken a whole new approach to leadership development. We do not want to offer you a one-size-fits all, cookie cutter approach to leadership development, where we tell you what you need. Instead, **we want to listen.** We believe that your management team possesses the wisdom and drive to identify its leadership challenges and surface the solutions. Our approach is to work with key first-line, middle and top managers that you select to surface your leadership challenges and meet them head on. Collectively, these key members know the needs of your organization. Our facilitation will help to crystallize those needs and develop a blueprint for addressing them, while ensuring that the persons charged with implementing it are in the room. The result is a rapidly developed, customized solution to your firm’s unique leadership challenges crafted by the people who you need to make it happen. Real time solutions with real people -- your people with a little coaxing from the ILR. That’s an approach to leadership development that can help your company soar.

Please call us at 806-742-2207 to make an appointment to speak with a faculty member in the Institute for Leadership Research.