LEADERSHIP DEVELOPMENT

Orchestrate Impact (Leadership Foundations)

Each leader picks one real goal in their own business unit and leads a High Impact Project until they beat it.

"Our leaders are not ready for what is coming." "We set goals and miss them." "We cannot tell who is ready to lead." "We invested last time and nothing changed."

WHO IT IS FOR

LEVEL
Senior leaders, Mid-level leaders, High potentials

GROUP SIZE
Under 20 · 20–60

TIME
Sessions over weeks

FORMAT
In person · Virtual · Hybrid

LANGUAGES
English · French

BUSINESS OUTCOME
Execution, Talent insight, Alignment

WHAT HAPPENS

Leaders sit in the driver's seat from the first hour. Each picks a real target in their own unit and commits to exceeding it.

Sessions install the moves for their level: Power of You, Connection, Peers, Impact. Every exercise attaches to the live project.

Leaders measure and report their own impact in dollars. The sponsor sees the number, not a satisfaction score.

WHAT CHANGES

- Leaders lead differently because they had to, on a real goal
- You learn who your real leaders are, with results attached
- Top talent stays because the work mattered
- First-year impact in dollars, with ripple effects that compound

HOW WE MEASURE

Each leader runs a High Impact Project against a real business number. Results roll up to the sponsor in dollars, with the Participant's own attribution of how much the experience contributed.

HOW IT FITS WHAT YOU HAVE

Maps to the competency model you already use. Runs as a module inside an existing leadership curriculum or as the immersive anchor a curriculum is missing. Reinforcement assets load into your LMS.

INVESTMENT

$1,800

Per Participant · same number in USD, CAD and EUR

Per Participant, cohorts of 16 to 32. One cohort runs from $28,800. Two days live or four sessions of 2.5 hours. Impact project and coaching included. Twelve role-specific experiences, English and French, mapped to Korn Ferry competencies.

WHAT IT INCLUDES

- Twelve role-specific leadership experiences to choose from
- A High Impact Project per leader with an Accountability Partner
- Impact Coaching through the project

PROOF

12 leaders. 12 projects. $58.8M.

Bell Canada Leadership Foundations, measured by Bell with the ROI Institute method: 2.6X to 21X ROI per impact project, over $36,000 average net return per project, 3X less attrition (2% vs 6%), 35% more Exceeds ratings (31% vs 23%), 42% more promotions (6% vs 4%), and 20% more women participating than the Bell average.

"Results are based on completing Foundations with High Impact Projects and High Impact Coaching, coaching, feedback and career conversations."
— Footnote on every Bell results deck

Schedule a 25-minute walkthrough

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