

Meeting the Online Demands of Today's Leaders

The term 'Online Learning' has become part of our everyday vernacular, and it is not just for students any more. The demand for accessible online learning opportunities has crossed into the workplace, fueling the creative flames of LEADon® to provide quality, online leadership development.

Who is making these demands? In many cases, it's the Corporate Family® talent themselves. According to a *Forbes* piece by former Yale President Rick Levin, now a CEO, "Millennials are expected to change jobs 13 times over the course of their careers. In this kind of job market, ping pong tables and catered meals can only keep an employee happy for so long. More than anything else, the next generation of employees is looking for the opportunity to continually grow throughout their careers" (see Levin's February 2016 blog entitled "3 Online Education Trends That Will Shape How You Hire In 2016").

Interestingly, it isn't only talent from the Millennial generation who have their sights set on acquiring innovative skills and state-of-the-art information; many corporate leaders are also recognizing the need to keep pace with an ever-expanding, global market. In *The New York Times*, AT&T CEO Randall Stephenson explained his viewpoint on the situation this way: "There is a need to retool yourself, and you should not expect to stop. People who do not spend five to 10 hours a week in online learning will obsolete themselves with the technology" (see Quentin Hardy's February 2016 article, "Gearing Up for the Cloud, AT&T Tells Its Workers: Adapt, or Else").

At LEADon®, we have sensed this growing demand for access to e-learning in our work with Corporate Families®. That's why we began creating an online resource for our clients and their Corporate Family®

members. Identifying the necessity for high-quality, online content was straightforward; developing the cutting-edge coursework was not. After some trial and error, LEADon University® has been field-tested in the same organizations that clamored for it years ago as part of their corporate leadership development.

The immediate feedback reinforced the interest that had been expressed in multiple industries as talent readily utilized LEADon University® coursework. In addition, increasing evidence about the criteria for exceptional e-learning also confirmed our findings—reassuring our team that LEADon University® would meet the expectations of today’s digitally savvy clientele. What are some of these criteria? According to Dr. Michael Fullan, 21st century learning experiences should be:

1. Irresistibly engaging
 2. Elegantly efficient and easy to use
 3. Technologically ubiquitous 24/7
 4. Steeped in real-life problem solving
- (You can read more of Fullan’s research in his 2012 book, *Stratosphere: Integrating Technology, Pedagogy, and Change Knowledge*).

This kind of checklist presents a high watermark to meet, and LEADon® has striven to exceed these standards. We are particularly pleased with the responses we’ve received, not only about the technology itself, but also about the practicality of the online material and, most importantly, the outcomes of our e-learning experiences. For example, each LEADon University® course includes a “Sharpening Your Edge” chapter where we provide strategic action points so users can easily apply what they’ve learned to their personal and professional lives.

Maybe you are like some leaders who’ve spoken to us: you recognize the demand for online opportunities is mounting, but you aren’t sure how to begin the implementation

process. After all, even a simple Google search of the phrase ‘Online Learning’ provides over 900,000,000 sites to explore. Talk about being overwhelmed by e-learning!

If you need guidance, why not heed the advice of Pat Wadors, Senior Vice President of the global talent organization at LinkedIn: “Don’t wait for your employees to tell you they need to learn something—by then it’s already too late. Instead, look to services that specialize in providing up-to-date, relevant content on a wide variety of topics” (see Wadors’ March 2016 *Harvard Business Review* article entitled “To Stay Relevant, Your Company and Employees Must Keep Learning”).

Does LEADon University® meet Wadors’ criteria for pertinent content that spans a wide array of subjects? Here’s a sample of some of our online learning courses that will help you decide for yourself:

- *LEADing by Resolving Conflict®*
- *Corporate Culture’s Bottom Line Impact on Your Corporate Family®*
- *Developing Your Emotional Competence to Improve Your EQ®*
- *LEADership Styles and EQ®*
- *LEADing by Building a High Performance T.E.A.M.®*
- *LEADers Set Effective G.O.A.L.S.®*
- *LEADing by Problem Solving and Execution®*

LEADon® curriculum has been vetted over the past two decades in organizations both nationally and internationally. In fact, we recently received feedback from a leader in China whose team members are being inspired by LEADon®’s principle-based approach to leadership development. This was a great reminder of the global impact of online learning, since corporate talent can literally connect to exceptional LEADon University® content in any country and every time zone, 7/24/365!

Pushing the envelope to equip leaders is a driving force at LEADon®, and this approach has also spurred our efforts to address the demands of 21st century leaders who value learning as part of their roles and responsibilities. From our unique 'Developing Emotional Competency Questionnaire®' (DECQ®) to our three tiers of online courses ('Personal Leadership', 'High Performance Team Leadership', and 'Executive Leadership'), LEADon University® has something for everyone in your Corporate Family®—including you!

If you're wondering what will happen once you begin offering e-learning experiences to your Corporate Family®, here's more insight from Pat Wadors: "Once you've provided the resources, don't worry about what your employees are learning and if it directly relates to their work. By learning something new, no matter what it is, your employees are practicing the skill of learning, which is invaluable."

Feel free to visit LEADon University® to investigate our resources that can be accessed by you and your team members—anytime, anyplace. Explore our online courses to see if these virtual learning opportunities are indeed, as Fullan suggests, "irresistibly engaging, elegantly efficient, ubiquitous 24/7, and steeped in real-life problem solving." If we can help you in this quest to meet the needs of your Corporate Family®, please contact us at www.LEADonUniversity.com or **858.592.0700** for more personal assistance.

LEADon's Online Edge

**Courses include these three pillars of exceptional leadership:*

Emotional Quotient (EQ): Personal and Social Competence skill sets are embedded into our courses, and the 'Developing Emotional Competency Questionnaire®' (DECQ®) provides you with a dynamic report of strengths and weaknesses in 25 different EQ categories with over 170+ personal data points specific to you, your team, and your Corporate Family®.

Corporate Culture: Leaders at every level of the Corporate Family® must learn how their Values, Beliefs, and Behavior Patterns not only impact productivity and profitability but also create an organizational dynasty that will leave a lasting legacy.

LEADership Skill Sets: Since leadership is all about influence, everyone in the Corporate Family® must acquire skills to successfully fulfil their roles and responsibilities, meet and exceed the Corporate Family®'s objectives, and positively impact colleagues, customers, and future clientele.

Steve Wilke, Ph.D.



Dr. Wilke and his team at LEADon® have dedicated themselves to equipping executives as well as Corporate Family® members and leaders of all types in order to improve their performance through internal and intentional leadership. In particular, Dr. Wilke assists companies that want to enhance their corporate culture and equip employees with the Corporate Family® leadership skills necessary for success in today's global economy.

The author of several books, Dr. Wilke also serves as a media consultant on Mental Health and Leadership issues. He resides with his family in Southern California.

Rebecca Wilke, Ed. D.



As co-founder of LEADon®, Dr. Rebecca Wilke brings a wealth of experience from her leadership work in public, private, and parochial schools and universities. At the University of Southern California, she specialized in Educational Leadership and Multicultural Education. Dr. Wilke has written three education books, and with Dr. Steve Wilke, she has co-authored two books on executive leadership. Her consulting work includes assisting leaders develop principle-based skill sets needed for success in today's rapidly changing global market.

Jared Wilke, Psy.D.



Jared Wilke, Psy.D., is a clinical psychologist who has worked in multiple roles with the LEADon® team for many years, including Director of Social Media, research and development of products, and now as a Principal of LEADon Inc. He continues to hone his expertise in the disciplines of psychology and leadership with his coaching and mentoring of executives and leaders as well as developing high-performing teams and Corporate Families®. His primary objective is to equip leaders to reach their potential and exceed expectations.

In addition, Dr Wilke's publications and professional presentations include his work with the Corporate Family® Model of Leadership Development. Dr. Wilke maintains a private practice in Southern California where he assists families, couples, and individuals.

Founded in 1998, LEADon® is a highly respected organization focusing on improving executive, team, and corporate performance through internal and intentional leadership.

The LEADon® team includes professionals with expertise in Individual, Organizational, and Systems Psychology, Psychological and Organizational Assessment, Educational Leadership, Business and Management, Law Enforcement, and Non-Profit Organizations.

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