About the Solution
For over 20 years, MOR Associates has been developing leaders through our successful leadership programs. Along the way, we have learned important lessons about which leadership practices and tools are sustained years later. We have also learned that there is tremendous value in leveraging shared tools, shared language, and a shared mindset, when seeking to make leading together easier and more effective. In fact, many alumni tell us that having these shared perspectives enable collaborations that might never have been possible otherwise. Alumni have often wished that everyone in their organizations could share in these common lessons, tools, and practices. That’s what All Lead is about. This five-workshop solution, spread out across approximately seven-months, has four integrated design elements:

[Personalized Leadership Development]
Personalizing the development experience to increase applicability and meet people where they are

[Leadership Competency Building]
Relevant, targeted competencies allow individuals and groups to tackle challenges and work on desired outcomes.

[Applied Learning]
Taking action and evolving leadership behaviors with intention—daily, weekly—is where sustainable change can happen. Focus on specific practices that can be widely adopted enables shared learning and shared accountability. Our solution gives people the opportunity to leverage the habit loop to increase their success in adopting core practices.

[Leadership Community]
Working together in learning teams and having visibility into each other’s progress on shared goals plants the seeds of community and shared purpose that participants can nurture over time.

Leadership Competency Workshops
2. Balancing Leading, Managing, and Doing – Focusing on the Important
3. Developing a Strategic Mindset – Scenario Planning, and Looking through the 3 Lenses
4. Influence and Leading Change
5. A Leader’s Role in Creating an Inclusive Environment

MOR does not teach leadership, we facilitate an adult learning process where the participant owns their path forward and their growth.

"It definitely helps that we have a critical mass of MOR graduates across the organization that shares the same vocabulary and toolkit. We can examine issues in a much more open, straightforward manner, and people are much more inclined toward coming up with solutions that serve all parts of the institution."
This solution begins with a tailored registration process and leadership assessment, completed by each participant and their manager, specific to the core competencies covered in this solution.

MOR will use these initial inputs to establish baselines of the current state and will share them with the leadership community for them to learn from. An aggregated view of applicable data will be shared with the sponsor.

Registration and sponsor inputs will also help us create learning teams to support participants. These teams will be tasked with meeting after each competency building session. Halfway through this experience we will create new learning teams to extend the networks.

Each individual will be given a personalized account on MOR’s leadership development portal where they will build and track their leadership development plan.

Participants, program leaders and coaches will have access to “Shared Goals,” a feature of the portal that allows participants to see and comment on each other’s goals and associated actions and written reflections—and fosters a learning community. Participants can choose to share a goal or not, and written reflections can be hidden even when a goal is shared. However, at the conclusion of each workshop, all participants will share at least one goal and common practice.

Shared Goals are powered by simple weekly reflections that feed a community dashboard. Besides providing a quick visualization of everybody’s progress, users can click on dashboard icons to see further detail about individual participants’ specific goals and actions and any written reflections they choose to make public.

Leadership competency workshops are makerspaces for each individual to carve out time, reflect on key leadership topics and practice. These sessions are interactive and reflective, delivered remotely, leveraging Zoom as the primary platform for coming together. They are very focused, each running 90 minutes. The ALL LEAD solution includes five of these workshops.

Learning Teams of approximately six people will be assigned for small group support and relationship building. Each group will be supported by facilitation guides for approaching each Learning Team meeting. These 60-minute sessions will be targeted at the actions and topics from the last workshop. Team members will share with each other what is working and where there are challenges, and they will coach one another toward progress.

The ALL LEAD solution includes access to MOR coaching through Coaches Open Office Sessions between each workshop. These Zoom sessions are drop-in opportunities for individuals and groups to bring forward questions and discuss the application of practices and actions being pursued. The MOR coach will also use these meetup opportunities to challenge the group, further the relationships, and assure that participants leave pointed in a forward-facing direction.

MOR will provide guides and progress reports to the sponsor that will allow them to follow along and support this effort.

This five-workshop solution extends across approximately eight months, and includes learning team meetings and coaches open office sessions scheduled after each workshop. Final timeline is TBD in conjunction with the sponsor’s input.