

THE POWER OF LEADERSHIP

Cox Leadership Development

The Power of Leadership...

Building the business, the culture, purpose, and the future of Cox

Being leaders who inspire, engage, and enlist their teams to be the best

Owning results, meeting the plan, and delivering awesome customer experiences

Guiding Principles

- Ensure all development experiences are **relevant** to our **purpose and vision**.
- Always show **line of sight** between leadership development and attaining the plan.
- Make **connections** up, down, and across the network through modeling, partnership, and giving/receiving feedback.
- Align with development model that emphasizes **discovery, experiential and social learning**.
- Treat development as a **pathway of experiences** defined in journey maps.
- Vary learning approaches via the **70/20/10 framework** to match how leadership development is mastered in today's environment: 70% via experiences, 20% socially and 10% through programs.



Cox Leadership Development Approach



	Individual Contributor	Supervisor	Manager	Director	Executives
FLAGSHIP EXPERIENCE	Supervisor Transition Education & Preparation	20/20 Vision Leadership Series: Focus	20/20 Vision Leadership Series: Insight	20/20 Vision Leadership Series: Drive	Executive Forum
VARIED APPROACHES	HIGH POTENTIALS				
RESOURCES & TOOLS	TBD	TBD	Leadership In Action	Executive Foundation	EDP
	Coaching				
	Instructor Led				
	Interactive Multi-Media				
	Mentoring				
	On The Job Experiences/Application				
	Social, Collaborative, and Team Learning				
	Virtual				
	Apps				
	Cox University				
	Elective Offerings				
	SkillSoft Leadership Advantage				
	YouTube, TedTalks, Blogs				

Overview: Flagship Experiences

20/20
VISION
LEADERSHIP SERIES



FOCUS

SUPERVISOR DEVELOPMENT

ZOOMING IN ON YOUR
LEADERSHIP PHILOSOPHY
AND CAPABILITIES.



INSIGHT

MANAGER DEVELOPMENT

DEVELOPING THE MIND-SET
TO MOVE OTHERS FORWARD.



DRIVE

DIRECTOR DEVELOPMENT

SHIFTING PERSPECTIVES
TO BUILD FOR THE FUTURE.

