

Leadership Development

Leadership Development is a core component in creating a company culture that encourages open communication and sustains high awareness of the company's values and standards. Companies can dramatically improve their organizational performance, create long-term value and reduce ethical risk by investing in their leaders' ability to create an environment of trust where ethics discussions are part of a continuous learning process.

SmartPros® Legal & Ethics takes a unique approach to Leadership Training using experiential learning, a story-based approach and post-training tools to develop leaders' ethical awareness and core ethical leadership competencies.

Ethical Leadership Training

Our Ethical Leadership Training provides your leaders with a comprehensive understanding of their ethical leadership responsibilities, promotes greater awareness of your organization's unique issues and challenges and provides structured practice in effective ethics communication and the handling of critical issues.

Our Ethical Leadership Training helps leaders, managers and front line supervisors:

- >> Set an example of ethical behavior
- >> Create the proper environment to foster ethical decision-making
- >> Integrate ethics into an ongoing, continuous process that is a part of the company culture
- >> Develop the communication and collaboration skills they need to build and sustain trust and promote ethical behavior with employees, customers and other organizational stakeholders

Targeted Leadership Programs

Ethical leadership programs are not "one size fits all." We tailor our ethical leadership programs for specific key audiences.

- >> *Board Workshops and Briefings*
We provide workshops and briefings tailored for board and committee members, helping them to meet new oversight standards and fulfill training requirements.
- >> *Senior Leadership Workshops*
We also provide strategy workshops designed to identify your organization's unique ethical risks and help senior leaders develop strategies to address these risks through a multi-level ethics program.
- >> *Ethical Leadership Training for Sales, Finance, HR and Legal Departments*
In addition to leadership development programs for managers, we provide targeted leadership training for high risk groups like Sales and Finance and for important organizational partners such as Legal and HR.

Leadership Development



Ethical Leadership Tools

We provide a variety of tools that leaders can use after classroom training to reinforce their learning and support the workplace application of ethical leadership strategies.

- >> **Leadership Values Assessment**
The Leadership Values Assessment is a 360-degree survey that serves as a basis for providing coaching for members of your senior leadership team. It starts by focusing on individuals' positive leadership qualities and highlights the issues they need to address to achieve their potential and to grow as leaders.
- >> **iReflect® Leadership Communication E-Learning Tool**
The iReflect® leadership communication tool provides a risk-free environment in which managers can practice (and be evaluated on) the communication skills they need to maintain an ethical environment and handle tough issues. Managers are able to record their responses to specific ethical issues and conduct a self-evaluation, as well as solicit evaluations from others.

- >> **Communication Tools**
We offer communication briefings, posters and other communication tools to assist senior leadership in promoting ethical behavior.
- >> **Coaching Toolkit**
Coaching toolkits help your organization's coaches evaluate and guide your managers in developing ethical leadership skills.
- >> **Case Discussion Toolkit**
Case discussion toolkits provide managers with relevant cases and/or structured discussions that facilitate the discussion of ethical issues.

Leadership Development Features and Benefits

- >> Two-hour to full-day workshops
- >> Develops communication, decision-making, and role modeling skills
- >> Relevant and realistic content customized for different organizational levels and functions
- >> Case discussion, communication and coaching tools that help promote workplace application of classroom learning

About SmartPros Ltd.

Founded in 1981, SmartPros Ltd. is an industry leader in the field of accredited professional education and corporate training. Its products and services are primarily focused in the accredited professional areas of corporate accounting, financial management, public accounting, governmental and not-for-profit accounting, financial services, banking, engineering, legal, ethics and compliance, and information technology. SmartPros is a leading provider of professional education products to Fortune 500 companies, as well as the major firms and associations in each of its professional markets. SmartPros provides education and content publishing and development services in a variety of media including Web, CD-ROM and video. Our subscription libraries feature hundreds of course titles and 2,300+ hours of accredited education. SmartPros' proprietary Professional Education Center (PEC) Learning Management System (LMS) offers enterprise distribution and administration of education content and information. In addition, SmartPros produces a popular news and information portal for accounting and finance professionals serving more than one million ads and distributing more than 200,000 subscriber email newsletters each month. SmartPros' network of sites averages more than 450,000 monthly visits, serving a user base of 500,000+ profiled members.

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