



## CCL's Leadership Development Process

The Center for Creative Leadership contend that the three key ingredients for leadership development are:

**Challenge:** engagement in a new experience

**Assessment:** receiving ongoing performance feedback

**Support:** within an environment that tolerates and is supportive of the inevitable mistakes that come from experimentation

The rate of development isn't maximised just by getting repeated feedback on new experiences. The third ingredient is having participants feel safe to make the inevitable mistakes that come from learning.

We create this psychological safety by:

- ensuring everyone participates
- recognising trying new behaviours, independent of the immediate result
- role modelling openness to feedback