



# Learner Profile

## LEADERSHIP DEVELOPMENT











**Madison Chau**  
Leadership Development Learner  
Kitchener, Ontario, Canada

[Add profile section](#) [More...](#)



[See contact info](#)  
[See connections](#)

Madison Chau is a high-performing, mid-career-level employee who has worked hard to climb the leadership ladder. Madison has seen much success driving employee engagement and performance, winning mind share, and growing the capabilities of others. Now, with loftier leadership aspirations and executive sponsorship, she's ready to take the next big step in her career through an effective leadership development program, and she's looking to her company's learning and development pros for help. Here's what you need to know.

### Madison's potential leadership roles

 Manager	 Vice President
 Senior Manager	 Senior Vice President
 Director	 C-Suite Executive

### Madison's work environment

 Individual	 Fast-Paced
--	--

### What Madison cares about

- Growing and developing within the company
- Coaching and/or mentoring employees
- Sharing subject-matter expertise
- Preventing employee performance gaps and turnover
- Building and expressing self-assurance and enthusiasm
- Achieving challenging learning goals
- Conducting fearless after-action/employee reviews
- Giving opportunities to high-performing employees
- Exhibiting emotional intelligence and leading by example
- Delivering learning and development that doesn't take time away from her team's day-to-day
- Closing employee skills gaps
- Retaining and transferring organizational knowledge
- Effectively Onboarding employees

### Madison's leadership functions

- Establishing clear goals for herself, her direct reports, and her entire team
- Strategic planning
- Executing company business strategy
- Conflict resolution
- Improving team and interorganizational collaboration
- Optimizing team organization and structure
- Providing project assistance as needed
- Motivating and coaching employees
- Mentoring employees and providing constructive feedback
- Assessing employee performance

### Madison's learning needs

- Learning in the flow of work
- Training in how to provide constructive feedback to employees
- Leadership-oriented soft skills development
- Development of strategic thinking
- Conversational intelligence
- The ability to build confidence and consensus
- The ability to transition from managing a project to managing people

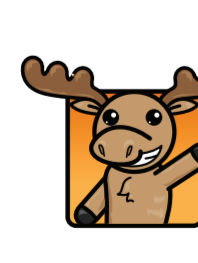
### Core skills to develop

<a href="#">+ Listening</a>	<a href="#">+ Questioning</a>
<a href="#">+ Giving feedback</a>	<a href="#">+ Assisting with goal-setting</a>
<a href="#">+ Showing empathy</a>	<a href="#">+ Letting individual contributors arrive at their own solutions</a>
<a href="#">+ Recognizing employee strengths</a>	<a href="#">+ Providing structure</a>
<a href="#">+ Encouraging solution-focused approaches</a>	

### Learning recommendations

[Ask for a recommendation](#)

Received (1) Given (0)



D2L Moose

Madison likes learning that's flexible: available on demand at the point of need, both online and offline, and mobile-enabled so she can access learning experiences wherever and whenever she wants. And because of her busy schedule, she likes learning content to be accessible in bite-sized snippets.

Madison also likes learning that's personalized. She prefers to receive regular feedback from her manager, peers, mentors, and coaches so she can iteratively improve upon her performance as a leader, especially when it comes to key soft skills. This makes her a great candidate for Social Assessment™.

### Recommended content



**Leadership Skills New Managers Need to Succeed**



**Blog: International Women's Day 2018- 3 Leadership Development Strategies in Support of Women's Parity**



**Blog: Why Leaders Need to Think Before They Do**



**Blog: 4 Ways to Detect Leaders with Low Self-Esteem**



**Blog: 3 (Not So Secret) Secrets to Designing Effective Leadership Development Programs**



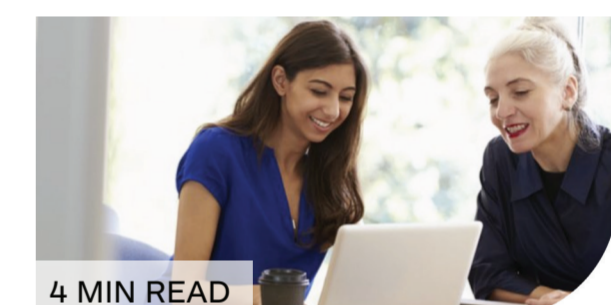
**Blog: How Leaders Can Make Sense of Mixed Messages**



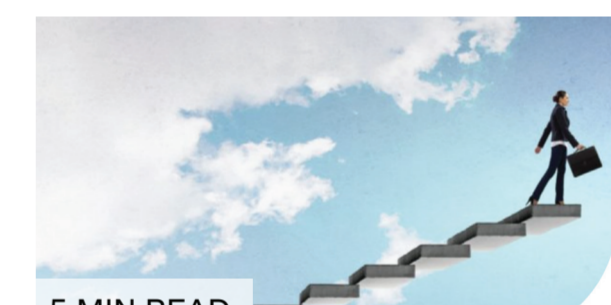
**Blog: 5 Ways Business Leaders Can Strengthen Their Mental Six Pack with Brain Science**



**Blog: 3 Tips for Getting the Most Out of Your Action-Learning Project**



**Blog: How Personalized Learning Helps Maximize Employee Development**



**Blog: 6 Tips for Supporting Your Employee's Career Development from Individual Contributor to Management**



**Webinar: Product Demo: Train a New Generation of Leaders with D2L's Learning Platform**



**Webinar: Teach Leaders How to Think Before Teaching Them What to Do**



**Webinar: Help New Managers Succeed with Good Leadership Habits**

## Upgrade your leadership development pipeline

D2L transforms leadership development for organizations. We deliver a centralized learning platform that can help you reinvigorate your leadership pipeline with modern learning experiences that are aligned to your organization's unique values and business objectives.