

Sustaining
The Leadership Challenge
Over Time

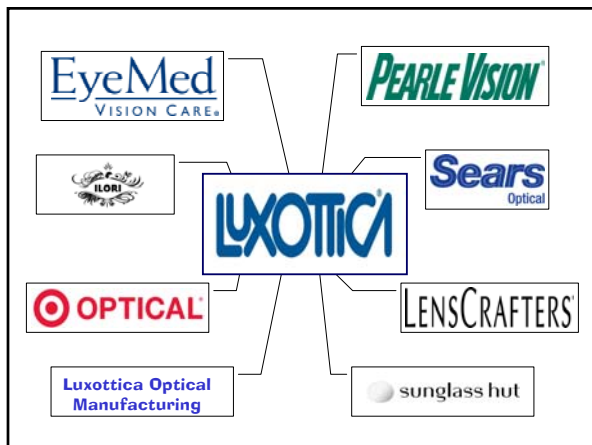


Sterling Gross
 Luxottica

Steve Coats
 ILA

Sustaining & the right partnership...

- ILA
- Luxottica Retail



Sustaining & a common language...

The Practices at all levels

- Associates & The Practices
- Managers & The Practices
- Executives & The Practices



Sustaining & the right people...

The Nomination Process



Sustaining & a clear process...

The Leadership Challenge Workshop

- Inspiring Leadership
- Leadership Challenge
- Follow up



Sustaining & accountability...

- **Senior Leadership Involvement**
 - Nomination of Key Talent
 - Communication of Next Personal Best
 - Workshop Executive Facilitators
- **Supervisor Partnership**
- **Next Personal Best**



Sustaining & leveraging technology...

- **Video Messaging**
- **Be!LUX U**
 - LMS
 - TMS
 - Video Library



Sustaining & results...

- **Tracking the LPI Org Trends**
 - Company LPU Numbers & Trends
 - Repeating the LPI every 2 Years
- **Tracking Leadership Effectiveness Post Session**
 - LPI
 - Supervisor & Team Snapshots
 - Adoption of Next Personal Best
- **Org. Values Assessment**



Sustaining & marketing...

