



Emerging Leader: New Managers Step Up to Leadership

EMERGING LEADER
DEVELOPMENT PROGRAM

Our 12-month Emerging Leader program is designed for new managers or those already in management positions who'd benefit from leadership training. They currently have people reporting to them & are responsible for their team's performance. We focus on mindsets & behaviors these managers need to shift from an individual contributor to successfully managing others.

HOW?

12 Group Lessons
& Living Labs
(2.5 hrs monthly)

10 Individual
Leadership
Coaching Sessions

Customized
development plan with
manager support

DISC & other
assessment(s) as
needed

Reading assignments,
TED videos, etc. support
learning between
sessions

? Why It Works

- ✓ **CUSTOMIZED:** Program is designed for your company's culture
- ✓ **INCREASED SELF-AWARENESS:** Assessments & discussions zero in on strengths & opportunities for development
- ✓ **PERSONALIZED LEARNING:** 1:1 coaching identifies hidden derailers & opportunities for growth participants may be unaware of
- ✓ **PRACTICAL APPLICATION:** Behavior change is accelerated by practicing & applying skills to current challenges
- ✓ **INCREASED COLLABORATIVE PROBLEM SOLVING:** Cross-functional relationships & leader peer groups are developed in the sessions
- ✓ **ACCOUNTABILITY:** Management support is integrated for honest, meaningful feedback - adding another layer of accountability
- ✓ **MEASURABLE:** Goals & Action Plans make learning actionable & measurable

📋 Topics

SERVANT LEADERSHIP

Learn the servant leadership model & the skills associated with successfully leading others

COMMUNICATION SKILLS

Improve communication skills; both how to communicate & communication styles

SELF-AWARENESS

Increase self-awareness; understand & articulate strengths & areas of improvement

STRATEGIC THINKING/BUSINESS ACUMEN

Review of Strategic Plan & understanding of business

MANAGEMENT & LEADERSHIP

Learn the distinction & competencies associated with management & leadership

LEADING CHANGE

Understand the Change Model & how to lead others through change

DIFFICULT CONVERSATIONS

Learn skills that allow you to have difficult conversations more effectively

TIME MANAGEMENT

Understand how to prioritize & manage time for greatest impact

2 LIVING LABS

Practical Application Sessions

👍 What Makes Participants Successful

- All participants need to be open to & able to commit 1-2 hours per week to the training, exercises & coaching
- Participants need to have a manager that will support their learning by giving feedback & regular check-ins on goals