



Our 6-month Emerging Leader Online 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?

4 Video Lessons +  
Reflection  
Question & Action  
Worksheets

8 Individual  
Leadership  
Coaching Sessions

Customized  
development plan with  
manager support

DISC & other  
assessment(s) as  
needed

Optional reading  
assignments, videos, etc.  
support learning

### ? Why It Works

- ✓ **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
- ✓ **ACCOUNTABILITY:** Management support is integrated for honest, meaningful feedback - adding another layer of accountability
- ✓ **MEASURABLE:** Goals & Action Plans make learning actionable & measurable

### 📋 Topics

#### SELF-AWARENESS

1. Alter their communication style to have more meaningful conversations
2. Deepen understanding of strengths & how to use them
3. Identify the "dark side(s)" of their style & how to manage them
4. Use their values to be a more effective leader

#### 4 CRITICAL SHIFTS

1. Motivation: Value their individual accomplishments vs. others succeeding
2. Time: Complete their own tasks vs. helping others perform
3. Scope: Decisions impact them vs. team/organization
4. Coaching: Focus on how vs. why people do things

#### 4 KEY SKILLS

1. Trust: Establish credibility
2. Culture: Understand the imperatives
3. Relationships: They need to change
4. Candor: Having important conversations

### 👍 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