



Over the course of 5-group sessions, this program is designed to develop managers into your companies “next generation” of senior leaders. Our approach combines the best practices in coaching, peer support, facilitation, goal setting, accountability, and tracking progress.

Future Leaders Academy	
Audience	<ul style="list-style-type: none"> • New Managers • Future Managers • Current Managers who may benefit from this training
Task	Details
Pre-work:	<ul style="list-style-type: none"> • Behavioral Assessment for all participants
Session Topics:	1. Leadership vs Management (90-min) <ul style="list-style-type: none"> ○ What Makes Good Leaders ○ Leadership Characteristics Table ○ Behavioral Assessment Reports
	2. Communicating Simply & Powerfully (90-min) <ul style="list-style-type: none"> ○ 3-5 min Presentation by each Participant ○ Assessing Your Communication Style & Adapting to the Listener ○ Keys to Better Communication
	3. Resolving Unproductive Conflict (90-min) <ul style="list-style-type: none"> ○ Types of Conflict (1:1 vs Organizational/Team) ○ Understanding Different Points of View ○ Strategies to Resolve Conflict
	4. Managing/Developing Others (120-min) <ul style="list-style-type: none"> ○ 360 Participant Assessment ○ Evaluate Your Team ○ Addressing the <i>What, How</i> and <i>When</i> of Developing others ○ The value of Consistent 1:1's ○ Creating Development Plans for Employees
	5. Time Management <p>“<i>Managing your focus and intention.</i>”</p> <ul style="list-style-type: none"> ○ Do, Defer, Delegate, Delete ○ 80/20 Rule ○ ABC's of Setting Priorities ○ Protect Your Einstein Window
Materials Provided:	<ul style="list-style-type: none"> • Participant Guide • Book: <i>The Power of a Positive Team</i> by Jon Gordon • Additional readings may be assigned throughout the program supporting the session topics



1:1 <u>Participant</u> Coaching	<ul style="list-style-type: none">• I will also be available for an additional 90-days after program has been completed for any follow-up questions or concerns from participants (2-hrs/participant)
Engagement	<ul style="list-style-type: none">• Scheduled every other week• Total duration: 10-week program

