



# Developing Emerging Leaders

Over a series of five group sessions, our **Developing Emerging Leaders** program is designed to develop high-potential individual contributors into your company's "next generation" of leaders.

Each virtual session is 90 to 120 minutes, meeting every two weeks. Each session will focus on a different topic within the umbrella of leadership. Participants will begin to document their own situations, experiences, goals, challenges, and strengths using their Participant Guide. Then, through coaching tools, exercises, industry examples, and peer discussions, we'll explore the subtle nuances that transform a solid individual contributor into a strong future leader and provide the tools that they need to implement these skills immediately.

Following the conclusion of the final session, our professional trainer will remain available to participants for up to 2 hours each over the next 60 days for any follow-up questions or concerns.

## Pework:

All participants will complete a Behavioral Assessment prior to the first session using software from the Predictive Index. This will include readback, a personal development guide, a manager strategy guide, and other coaching tools that will be used during sessions.

## Session Plan:

- Leadership vs Management (1 ½ hours)
- Communicating Simply & Powerfully (1 ½ hours)
- Resolving Unproductive Conflict (1 ½ hours)
- Managing Up, Down, and Across (1 ½ hours)
- Managing/Developing Others (2 hours)

This workshop can be held in conjunction with our [Strategic Leadership](#) workshop series for a comprehensive Leadership Series experience. The 5 sessions within this series can also be delivered as stand-alone programs or as a prequel for participants who plan to participate in the Developing Emerging Leaders sessions.

## Clients Talk About this Program

"Having attended this workshop series as an HR professional and a coordinator for our employees' career development, I have nothing but great things to say about Wendy and her team! Wendy takes feedback from clients and attendees seriously and will make adjustments to better suit her clientele without compromising content. Her sessions are interactive and full of great examples for all levels, and her organization and structure are exceptional. She is very informative with what the class structure will look like and how to keep all attendees focused. Wendy is accommodating to our schedules when setting up the program and explaining the details of the content. The level of care demonstrated and personal connection that Wendy takes the time to create is worth mentioning as well. She is very committed to everyone's success, which is remarkable given they are not her direct reports or in her organization. She is truly meant to develop and coach others to be successful leaders."

April - [TScan Therapeutics](#) - [BioTech](#)

## Program Details

### Group Size:

8 to 10 (larger groups divided into sub-programs)

### Team Size:

N/A

### Program Length:

90 to 120 minute sessions every other week for 10 weeks

### Space Requirement

N/A

### Setting:

Indoor

### Physicality:

Low

## Program Elements

- ✓ Communication
- ✓ Individual and Team Development
- ✓ Performance & Continuous Improvement

## What's Included?

Program includes professional facilitation via video conferencing platform and Participant Guide provided to each participant. Behavioral Assessment and 360 Feedback Survey are also provided for each participant. Optional 2 hour/participant available within 60 days of course completion for follow-up questions.

