



## 3x MORE EFFECTIVE

Our combination of workshops, interactive workbooks, live virtual training, boss engagement, and personal leadership coaching results in better retention and on-the-job application than traditional training programs.

Each program is patterned to result in immediate and measurable business improvement.

# ACCELERATING HIGH-POTENTIALS

For High-Potential team members

**Length: 6 months**

This experiential program engages high-potential employees in a strategic business project that prepares them to take on future leadership roles in the organization. Team members are empowered with skillsets and mindsets that help them to lead with confidence and success.

## Curriculum Overview:

### 1 Strategic Business Project

A small team of new and future leaders work together to identify a project that will positively impact the business and create a strategy for executing that project. In conjunction with leadership coaches, the group takes a “team laboratory” approach that encourages them to form around this business project to gain leadership awareness and mindsets.

During this project, the team will be encouraged to seek input from internal and external sources, influence key stakeholders, and will ultimately present their business project to senior leaders. The expectation is that this project solution will be adopted by the organization and further the success of the business.

### 2 Leadership Curriculum

Throughout the planning and development stages, team members will participate in 6 leadership learning modules. The curriculum includes Connecting With People, Stages of Team Development, Inspiring Trust & Confidence, Strategic Thinking & Decision Making, Influencing & Change Management, and Executive Presence.

These leadership learning modules give the leaders skillsets and mindsets that will empower them to become effective leaders.

### 3 Leadership Coaching

Each participant in this program is paired with a personal leadership coach who will guide them through the leadership learning process. This coach is the most important tool during this program, helping to personalize curriculum, guide participants in applying new skills on-the-job, and supporting the team member with expert advice and guidance.

The addition of a personal leadership coach gives each new leader a mentor who will help shape them into successful, confident, influential, and successful future leaders of the company.

## Program Outcomes:

- Understand and manage emotions in self and others
- Identify and maximize effective leadership styles
- Develop skills and confidence for future leadership opportunities
- Think strategically for development of high-value ideas and innovation
- Utilize stakeholders and team members to engage change
- Create a long-term leadership development plan