



# Emerging Leaders Program



## Overview

The Emerging Leaders Program is designed to enhance the leadership skills of professionals by focusing on clarity as the essence of leadership. Our program utilizes an introspective and experiential approach to examine the leadership capacities of individual attendees, increase their ability to develop robust leadership skills and demonstrate greater organizational understanding. Attendees of this nine-day program will learn skills to impact personal and organizational performance and practice those skills within their own organization.

## Program Delivery and Structure

Throughout the Emerging Leaders Program, attendees are facilitated in developing their own internal capacities for clarifying strategic organizational issues by participating in team projects, individual assignments, action learning, benchmarking, and personal coaching.

Developed and delivered by both academic faculty and organizational practitioners, this program is designed to guide positive change and create new dimensions of strategic thinking among attendees. Professionals attending this program will return to their organizations after reflecting on and practicing specific competencies associated with successful organizational leadership and resource management.

The Emerging Leaders Program is a nine-day program consisting of three three-day sessions. Each session is approximately four weeks apart, allowing time for project development and one-on-one coaching.

## Learning Objectives

- Understand and integrate into practice the characteristics and benefits of high performance leadership as defined by scientific research and practicing executives.
- Develop, refine and articulate a compelling vision statement that reflects personal management responsibilities and resonates the mission and values of the organization.
- Identify, practice and refine communication patterns associated with effective leadership competencies.
- Relate the importance of ethical analysis and decision making processes at individual and organizational levels.
- Expand conceptual thinking and strategic problem solving skills through case analysis and live interaction with leaders from various industries.

Identify and refine a project that parallels an existing issue within participant's organizations and strategically define possible solutions to that issue by developing a Balanced Scorecard Profile.

## Who Should Attend

- Those with mid-level to senior-level decisions making or project responsibilities.
- Team leaders and individuals responsible for managing people or financial resources.
- Individuals preparing for an expanded leadership role.
- Those wishing to strengthen and develop their leadership capacities.

