

# FOUNDATIONS OF LEADERSHIP PROGRAM

## OBJECTIVES

This program focuses on developing essential leadership competencies and practical tools to support early-stage leaders in their transition from individual contributors to influential team leaders.

- Developing Core Leadership Competencies: Integrity, emotional intelligence, vision, communication, and team building.
- Building Self-Awareness: Understanding personal strengths, clarifying values, and cultivating foundational management habits.
- Enhancing Influence and Communication: Practicing effective communication to build credibility and trust.
- Strengthening Team Engagement: Fostering relationships and shaping team culture aligned with a shared vision.

## AUDIENCE

This program is designed for mid-level leaders and managers who are beginning their leadership journey. Ideal participants are those who operate between upper management and frontline teams, and are seeking to build core leadership capabilities to effectively translate organizational vision into action

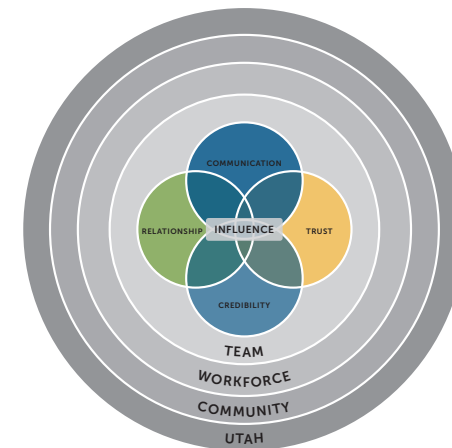
## PROGRAM FEATURES

- **Assessment Tool:** TILT - Understand personality differences and leverage character diversity
- **Learning Approach:**
  - Case methodology
  - Small group skill practice
  - Self-reflection exercises
  - Personal branding and crucial conversations workshops
- **Format and Duration:** 3.5 days In-person

## BENEFITS

- Increased confidence in leadership roles.
- Ability to lead with empathy, trust, presence, collaboration, and humility.
- Skills to inspire and influence teams toward shared goals.
- Tools to model consistent leadership behavior and shape team culture.
- Use of personal values to guide decision-making.
- Improved communication skills in team interactions.
- Ability to translate organizational objectives into achievable goals for their teams.

## LEADERSHIP PRACTICE



## WHAT OUR PARTICIPANTS ARE SAYING:

*"Honestly, this training was the best training I have been to in my career."*

*"This has been the most effective program I have ever engaged in."*

*"I feel really lucky that I got to attend this training. I really felt that those who planned and carried out the training were invested in our success — more than any training I've ever been to."*

*"I think about the training I participated in often! There are a lot of valuable lessons and activities, and even months later, I find myself pondering them. Thanks for providing such a great professional development opportunity."*

# LEADERSHIP ROADMAP

## CHARACTER

Understanding that character is at the heart of a leader's ability to have a positive influence.

## CRUCIAL CONVERSATIONS

Facilitate opportunities to demonstrate character in difficult circumstances by communicating clearly and effectively to strengthen understanding, trust, credibility, and relationships.

## ETHICAL DRIFT

Character is put to the test in the gray areas of leadership practice where the stakes are high and right and wrong are not clear. Getting to the needed clarity to move forward requires strong communication, trust, credibility, and relationships.

## PERSONAL BRAND

Putting character into practice through aligning who we are more closely with who we are striving to be will enhance trust and credibility.

## SELF-AWARENESS

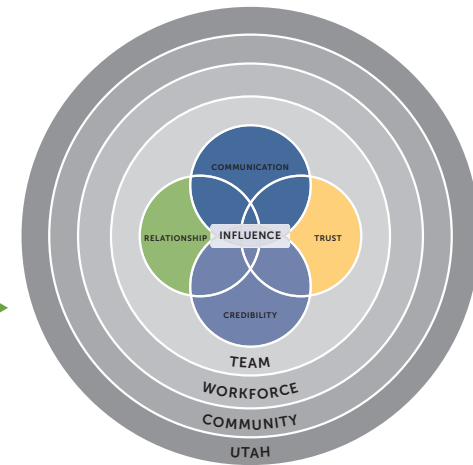
Enhanced influence through the development of character requires increased self-awareness of who we are and how we show up and interact with others.

## LEADING AMIDST UNCERTAINTY

Acting with character in the midst of uncertainty requires clear communication of values to provide clarity and strengthen trust, credibility, and relationships.

## RELATIONSHIP BUILDING

Applying principles of dignity to all our interactions and relationships can strengthen understanding, trust, and credibility.



## LEADERSHIP PRACTICE

Leadership is a practice that may have a starting point, but must never end. Leaders influence lives through the way they positively impact others.

