

LEADERSHIP DEVELOPMENT AND MENTOR ENHANCEMENT

A year-long Leadership Development Program focusing on how leaders of all levels can aspire to maximize effectiveness



The year-long Leadership Development Program will focus on how leaders of all levels can aspire to maximize effectiveness with personal and group dynamics, specifically in two areas:

- 1) Utilizing the latest professional best leadership practices within your industry, and;
- 2) Developing leaders that are able to grow overall staff performance within their specific day-to-day responsibilities using research-based theory and practical knowledge gained through anecdotal evidence, roleplaying, gamification, and further experiential learning.

A 12-MONTH DEVELOPMENT PLAN

✓ Personal Assessments

Elevate's Leadership Development Program utilizes assessments to help participants personally "buy-in" to program and the benefits of full participation. Effective leadership assessments utilize both self and peer reviews to achieve a holistic view of one's capabilities and shortcomings.

✓ Power Skills Training Development & Facilitation

Communication, empathy, the ability to listen, personal drive, critical thinking, and understanding make a great portion of power skills. Professional demeanor, personality, motivation, leadership, and conflict resolution are interpersonal traits that are also part of the Power Skillset. These uniquely designed training modules are developed to build upon each other giving participants practical knowledge they can use in their day-to-day work environment.

✓ Reading & Journal Assignments

Journal writing is the process of recording personal insights, reflections, and questions on the assigned reading. Journal projects assigned in the LDP may include participant's thoughts about daily experiences and reading assignments. Journal entries are a form of reflective writing, in that you can use them to consider and respond to something you have read or learned.

✓ Quarterly One-to-One Coaching

With quarterly one-on-one professional coaching sessions for all participants, our coaches will help to provide clarity, accountability, and focus on individual goals. Once goals are set, our coaches will help develop the path to achieving them by identifying areas of improvement and implementing a development plan.

✓ Writing Program

Starting in the 5th month of the LDP, participants will compose, edit, proofread, and issue written materials for review by our subject matter experts, peers, and supervisors. By the end of the program, participants will have gained effective writing techniques to write with purpose, to consider the topic and intended reaction before writing a response with clarity, correct grammar, and formatting.

✓ Capstone Project

During the 6th month of the program, participants will be introduced to their final project, where they are expected to apply practical applications and best practices using the professional knowledge and skills gained from the Leadership Development Program.

✓ Close-out Report

Following the completion of the LDP, EBDG will present a written and verbal report including metrics, coaching and mentor feedback, capstone grading criteria and results, as well as additional subjective opinions to judge the efficacy of the LDP.

OVERALL LEARNING OBJECTIVES

- Identify their personal leadership style through two personal assessments: DISC and a 360 Evaluation
- Examine the principles of leadership and discuss strategies for implementation with coworkers in the field or office.
- Compare the difference between management and leadership and learn to distinguish qualities of each.
- Examine and demonstrate an effective model for conflict resolution.
- Participate in various group activities and assessments to reinforce concepts in presentations and discussions.

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Elevate believes crafting an effective leadership culture across a diverse organization is dependent on interlocking learning modules that build upon the individual, group, and organizational goals. Elevate offers a suite of solutions that can be customized to meet your organization's specific needs, enhance and supplement existing or new capabilities, and approach adult education in innovative ways that promote engagement, accountability, and the application of practical knowledge in a variety of situations. As part of our training development, Elevate will seek to instill a culture of continuous learning across your organization as a whole. Further training and curriculum refinements will be continuous, and feedback-based.

Elevate's Leadership Development Program includes an array of literature, including but not limited to:

The Seven Habits of Highly Effective People (Covey); **Getting to Yes** (Fisher, et al.); **The Five Dysfunctions of a Team** (Lencioni); **The Culture Code** (Coyle) **Wooden on Leadership: How to Create a Winning Organization** (Wooden, Jamison); **Influence: The Psychology of Persuasion** (Cialdini) **True North: Discover Your Authentic Leadership** (George, Sims); **Remarkable: Resolving Your Most Important Business Issues** (Randy Ross & David Salyers)

POWER SKILLS WORKSHOPS

MONTH 1

Personal Assessments

MONTH 2

Emotional Intelligence
Creative Problem Solving

MONTH 3

Decision Making
Conflict Resolution

MONTH 4

Accountable Leadership
Critical Thinking

MONTH 5

Writing Program
Executive Writing

MONTH 6

Capstone Project

MONTH 7

Building A High-Performance Team
Mentoring & Coaching Employees

MONTH 8

Project Management
Time Management

MONTH 9

Dealing with Change
Leading with Confidence

MONTH 10

Implicit Bias
Navigating Difficult Conversations

MONTH 11

Delegation
Capstone REVIEW

MONTH 12

Capstone Presentation
Graduation