



# The Leadership Journey

(For high potential supervisors and managers)

## PROGRAM SUMMARY

The Leadership Journey (TLJ) is a 6-month competency-based Leadership Development Program that provides training and developmental experiences for high-potential and experienced supervisors and managers. The program theme is focused around Executive Core Qualifications (ECQs) with a focus on leading change, people, mission success and building partnerships. The program objective is to equip leaders with the information, tools and experience, and prepare them to serve at senior levels of the organization.



1. Leading Change

2. Leading People

3. Mission Success

4. Partnerships

5. Business Acumen

## OVERVIEW

Are You the Leader Others WANT to Follow?

The TLJ curriculum consists of 6 one-day in-person, instructor led training sessions conducted over a period of 6 months. Program components include individual development, experiential learning, assessments and a team project. Participants work on a team project during the course of the program. Teams work together during and between training sessions using the action learning process to identify and address real world problems and to produce results that have direct impact.

This program is for employees that are interested in leadership at senior levels of the organization. Learn how to lead change, connect with peers across the organization and the industry, build a portfolio of accomplishments tied to Executive Core Qualifications, and tackle real world problems using action-based learning and action-based leadership.

### Day One – Program Orientation

- Getting serious about your career
- Your time is now – Get on board
- The conversation of the mind = success . . . or failure
- Introduction to the MyPAC

### Day Two - Developing Your Leadership Team

- Build and lead a diverse and inclusive organization
- Respond to conflict in the organization
- Set the stage for success
- Inspire extraordinary Success

### Day Three – Leading Change-Working Fearlessly

- Build a high-risk culture for extraordinary results
- High risk comes with failure - learn to cope with loss
- Autonomy and ethics in a high-risk culture
- Why “Taking care of employees”, is counterproductive

### Day Four – Mission Success–Strategic Thinking

- How to develop a strategic thinking mindset
- The importance of strategic agility
- A 4 phased/11 step strategic planning model
- How to implement a “Bottoms Up” approach to strategic planning

### Day Five – Business-Data Analysis Fundamentals

- Good data, messy data and crap!-sifting through it all
- What is BIG data?
- Discovering your data – Four key questions to ask
- Understanding the four main types of data analytics

### Day Six – Building Coalitions-Expanding Your Influence

- Understand the Psychology of Persuasion
- It’s not the “Art & Science” of being right. It’s the “Art & Science” of getting what you want
- How best to prepare to influence using the Pre-Persuasion Checklist

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