



Purpose

Emerging Leader is an intensive 2-day program that provides participants with a thorough introduction to the role of a Leader of Others. The program focuses on what it takes to successfully transition into a Leading Others role and the leadership performance that is expected.

Participants will be exposed to several typical transition issues, develop a clear picture of how a Leading Others adds value to the organization and can mentally prepare for this first transition, should they decide to pursue a leadership career.

Participants will leave the program with a clearer understanding of their role and how to strengthen their informal leadership in the company.

Target audience

The target audience for the Emerging Leader program is people who are considering different career paths - leadership or a specialist career. This audience wants to understand what a leadership career implies.

By attending this program, participants will not automatically be promoted to Leading Others. They usually still must go through the internal recruitment process, but they can be sure if they want to embrace a leadership career.

Why invest in Emerging Leaders

Leaders of Others are your front-line managers. They lead approximately 80-90% of all employees in the organization. Employees very often go for the leadership career without knowing all the consequences of their choice or without being suited for such a role. Some employees would be more successful and fulfilled by embracing a specialist career.

Investing in your employees for them to find out which career path is most suited for them is surely a fruitful investment.

Content overview

Emerging Leader is a high impact learning program that is based on the real tasks that a Leading Others must perform. Participants are exposed to real challenges, and they have to practice the real leadership behaviors (sharing feedback, developing people). This is the best way for participants to understand if a Leading Others role would be appropriate for them.

The integration of the everyday life is so strong that participants often feel that participation in the program is like being at work rather than being in a program. With the last module on leading upwards, participants prepare their positioning in the organization. They identify tasks of Leading Others that they could already perform in their current position and therefore send the signal to the organization that they are ready to become a Leader of Others.

The program provides 5 key takeaways

1. Understanding the transition from an Individual Contributor to a Leader of Others role

- How an Individual Contributor and a Leader of Others add value to the organization
- What are key transition issues around work values, time application, and skills

2. Professional development as preparation to take a leadership position

- How to self-assess current performance
- How to identify and practice leadership tasks that are available in the current role
- How to set development goals for developing others

3. Signature Leadership practices

- How to ask for & give feedback – AID model
- How to evaluate performance and develop others
- How to prepare for real-life leadership conversations
- How to begin acting as a Leader of Others in the current role

4. The Specialist Pipeline

- What are the key differences between specialist and leadership pipelines
- How to drive impact without full formal authority in an organization
- How to identify the advantages of pursuing a specialist career

5. Planning the transition process

- How to establish credibility with your leader, identify and build transition networks
- Implement a Leading Upward approach and establish credibility with your manager
- How to create your personal Execution & Development Plan to ensure success