

Emerging Leader Series

One of the common challenges faced by organizations today is the retention of key talent, particularly of high-potential employees.

Research shows individuals with less than two years on the job expressed the strongest turnover intentions. Today's emerging talent has a high turnover risk with more than 25 percent of young professionals planning to leave their jobs each year.

Consistently, we are asked what support we can provide for the high-performing individual contributor who has not yet moved into a formal leadership role.

Similar to all of our work, the Emerging Leader Series is a process, not a program or an event. This is a crucial distinction to many opportunities that are available in the realm of professional development. While content is important, the process is multi-faceted to ensure better results!



WHO IS THE AUDIENCE FOR THIS SERIES?

This Series is designed for individual contributors not yet in a leadership role. This may include individual contributors with broad reach in their responsibilities, influencers, project managers, team leads, and individuals being prepared for future leadership roles. A key distinguisher for participation in this Series is having zero direct reports on the org chart.

KEY COMPONENTS

Six Skill-Building Workshops

- ▶ Professional development to build awareness and skills, critical to strong interpersonal relationships.
- ▶ Collaborating with peers in the organization who are on a similar high-performance journey.
- ▶ Application of skills to real-life situations.

Small Group Coaching Sessions

- ▶ Individual accountability and expert support for application of skills learned.
- ▶ Practical solutions to address specific solutions in the workplace.
- ▶ Individualized professional development, based upon personal priorities.

SKILL-BUILDING WORKSHOPS

Serve Others
in the
Workplace

Communicate
By Design

Understand
Your
Interpersonal
Style

Solve Problems,
Make Sound
Decisions

Cope with
Change

Strategies
for Terrific
Teamwork

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