



Launch into Leadership

Core Program for New Managers: 6 Weeks

This cutting edge learning journey develops effective new managers by enabling them to adopt the mindset shift and skill sets that will be critical to their success and the success of the teams they lead. Participants will enhance their personal and team performance through developing a strategic and tactical plan. They will learn to be agile and to adjust their plan as organizational objectives shift and the environment changes.



Mindset is something you do. Build a Leader's Mindset by acting as a Leader acts

Develop the leadership capabilities most critical to success

Help your team move at the speed of business through continually aligning and adjusting



DORIE CLARK



ORI BRAFMAN

Optional Add-on Programs

1 Month Each

COMMUNICATING
WITH IMPACT

+

MAXIMIZING YOUR
INFLUENCE

+

FLEXING TO
NEW SITUATIONS



Launch into Leadership

Key Conceptual Models

- ✓ **Line of Sight:** Align your team's objectives to organizational objectives.
- ✓ **SWOT:** Assess your team's landscape with this situational analysis tool.
- ✓ **Leadership Mission & Personal Brand:** Determine what drives you as a leader and how you will show that in your dealings with others.
- ✓ **After Action Review:** Create a safe environment for your team to learn from their experience.
- ✓ **Whole Self:** Think broadly about steps to take to ensure you maintain the energy required to be an effective leader.
- ✓ **Agility Loop:** Adopt a structured approach to problem-finding and amplifying what's working.
- ✓ **Developmental Opportunities:** Drive development through targeting critical opportunities.



Launch into Leadership

Curriculum: Week by Week

MODULE

One: Clarify Your Priorities

Video Lessons: 45 Minutes

Assignments: 80 Minutes

Meet with Your Manager: 30 Minutes

Two: Assess Your Situation

Video Lessons: 30 Minutes

Assignments: 70 Minutes

Peer Live Forum 60 Minutes

Three: Plan Your Quick Win

Video Lessons: 30 Minutes

Assignments: 110 Minutes

LECTURES [VIDEOS]

- The Importance of Agile Leadership
- The Power of Leaderful Organizations
- Adopting a Strategic Lens
- Advancing Org's Strategy and Objectives
- Connecting with Your Team
- Managing Team's Emotional Journey
- Managing Up and Down
- Working Across the Organization
- What Does It Mean to Be a Manager Today?
- Overcoming imposter Syndrome

-
- Demonstrating Value ASAP
 - Setting Priorities
 - Making Time for Strategy
 - Understanding and Transmitting the Culture of Your Organization
 - Jacob Van Zanten & KLM Flight Disaster
 - Hospital-Acquire Infection Example
 - Finding Your Mission as a Leader

-
- The Difference Between a Manager and an Individual Contributor
 - Managing Your Time
 - Balancing Getting Things Done with Developing Your Team
 - Keeping Your Team on Track
 - Analyzing Risk
 - Driving Results
 - Creating an Action Plan
 - Building Your Personal Brand

KEY LEARNING

Explore how today's leaders create value, recognize that what got you here won't take you forward, and develop strategic vision with your manager and your team.

Learn how to assess your situation, keep organizational imperatives top of mind, and identify areas for immediate progress against key metrics.

Using opportunities you have identified, focus on 'what matters most now' to define actionable priorities as you assess risks and work toward goals. Ensure your team has clear expectations and targets.



Launch into Leadership

Curriculum: Week by Week (cont.)

MODULE

Four: Create the Conditions for Success

Video Lessons: 30 Minutes
Assignments: 45 Minutes
Peer Live Forum 60 Minutes

Five: Enable Your Team

Video Lessons: 25 Minutes
Assignments: 120 Minutes

As Relevant, One of the following: Lead a Coaching Conversation, Challenging Conversation, or Developmental Delegation
30 Minutes*

Six: Continue Your Journey

Video Lessons: 35 Minutes
Assignments: 60 Minutes
Meet with Your Manager: 30 Minutes
Peer Live Forum: 60 Minutes

LECTURES [VIDEOS]

- Effective Coaching
- Mastering Delegation
- Having Difficult Conversations
- The Agility Loop
- Dealing With Stress

- Managing Across Differences
- Treating Your Employees Like Individuals
- Managing Without Being a Micromanager
- Managing People More Experienced Than You
- Running Meetings Now That You're the Boss

- Communicating Effectively
- What to Do When Leadership Changes Direction
- What to Do When Your Team Slips Behind
Schedule
- Learning from Your Wins and Losses
- Recovering from a Misstep
- Getting Buy-In from Your Team
- Sense-Making and the North Star

KEY LEARNING

Take time to ensure that your team is supported in their development as you prepare to deliver feedback and coach to your team members. Navigate your own emotional journey as a leader.

Support your team by delivering the feedback they require to thrive. Engage your team and manage effectively by carrying out a development delegation, coaching, or engaging in a challenging conversation.

Reflect, consider how you've leaned into the role, and define how you and your team will continue to advance strategic goals and key metrics as priorities change.

