

FOCUSED Forums For Emerging Leaders

COURSE DESCRIPTION

Articulating a clear vision, leading by example, inspiring others, being a mentor, and showing courage are just a few of the characteristics of great leadership. Becoming a great leader within an organization starts with the foundation of learning. Learning for Emerging Leaders is an ongoing process in which members begin developing and honing their leadership skills and styles, early in their careers. By working in a facilitated group environment with other non-competing businesses, emerging leaders learn through four basic elements: topics chosen by members, workshops, facilitated discussions, and speakers.

Forum members accelerate their leadership development through a peer group learning experience. Build confidence and critical thinking skills by exploring new ideas and understanding their applications in the workplace.

LEARNING OBJECTIVES

With the completion of Forum session, members will be able to:

- Demonstrate confidence and manage relationships with the company owners, employees, customers, and suppliers.
- Develop environments that foster mentoring and coaching of the employees they lead.
- Apply critical thinking and decision making skills when faced with issues requiring their immediate attention, when approaching new initiatives, and when leading meetings and programs.
- Recognize how *their* personalities and those of the employees they lead can impact communication and leadership effectiveness.
- Leverage their knowledge and skills to strengthen areas of the business in which they are accountable.
- Develop personal leadership statements to use as a compass as they continue to grow in their leadership journey.

DURATION

FOCUSED Forums for Emerging Leaders is an ongoing program that meets for one-half day per month.

As part of the forum, we also provide 1:1 coaching and mentoring to participants on an as needed basis.

TARGET AUDIENCE

FOCUSED Forums for Emerging Leaders is recommended for family and non-family members being groomed for key leadership roles. For consideration, candidates must have completed their post-secondary education and at least 3 years of experience working in the company.

Member companies represent non-competing businesses from most major industries.

GROUP SIZE

We facilitate FOCUSED Forums for Emerging Leaders in groups starting at 6 to as many as 12 participants.

KEY OUTCOMES

- Increased confidence.
- Increased understanding of company infrastructure.
- Increased critical thinking and decision making skills.
- Increased leadership effectiveness.

WHAT CLIENTS ARE SAYING

FOCUSED has helped me gain confidence in my role as the third generation working in the family business. Now that I'm in management and am making key decisions on a daily basis, FOCUSED continually helps me to develop my career goals and fully comprehend all facets of the business. As the group continues to develop both professionally and personally, the progress we continue to make both individually and as a whole has been remarkable. - Kristi Gage Linderman, PHR, Vice President, Gage Personnel