



Millennials Who Want to Lead

Intentions of Program

The intention of the program is to develop key competencies for emerging leaders. Specific competencies include self-awareness, interpersonal communication, motivation, directing and delegating, developing others and team effectiveness. Using the *Everything DiSC® Workplace Profile System™* participants will learn their individual behavioral tendencies along with their management style and how those tendencies influence their approach to manage and lead others.

Using a group coaching model participants will:

- Create strategies that increase management and leadership effectiveness.
- Share experiences that can be used immediately to solve individual challenges.
- Recognize how to create an environment where people are more naturally motivated.
- Learn to leverage individual and team strengths to maximize performance.
- Learn strategies to delegate more effectively to better manage time and resources.
- Recognize behavioral tendencies and how to adapt to different situations to achieve better outcomes.
- Increase opportunities to collaborate and communicate more effectively.
- Be coached into shifts and changes that will lead to desired results.
- Set 'stretch' goals and take action towards achieving them.
- Receive support and challenge to achieve their highest potential.
- Be held accountable for their commitments.

Benefits to Group Members

- Increased self-awareness.
- Enhance communication and collaboration with peers, boss and subordinates.
- Increase individual and team productivity.
- Strengthen decision making skills.
- Build greater trust in relationships with peers, boss, and subordinates.
- Forum to discuss challenges, new ideas, and accelerate learning.
- Become more resourceful and adaptable to meet the needs of others.
- Multiple and diverse perspectives (experience, knowledge, insight and wisdom).
- Increased confidence in managing and leading others.

Features of Group Coaching

- Group size: 8 participants
- Length of program: three months
- Half day in-person session includes: exploring DiSC® profiles, group members to establish group objective and individual goals, and use of coaching agreement.
- Group coaching is action oriented; group members commit to taking action toward individual goals between sessions.
- Success partner to sustain positive results.
- Three 45 minute group coaching tele-sessions per month. Meeting dates are established in advance of program start date.
- Members meet on a confidential phone bridge line supplied by Learning and Performance Solutions. Each tele-session is recorded for learning purposes.
- Confidentiality is maintained in the group call.

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