

Reaching New Heights

Critical Strategies for Leaders in New Roles

Program Duration: 10 weeks

Audience: Professionals

Prerequisites: None



Competencies and values: Leadership, Decision Making, Developing Others, Team Development, Negotiating, Influencing, Business Strategy & Alignment, Communication, Performance Management

Overview: Leaders are most vulnerable in the first few months of a new role. They lack insight into the challenges they face while pushing hard for change without understanding the culture or having a supportive network in place. This one-on-one, structured coaching program will equip new leaders with strategies and tools to fast track their integration into your unique organization and culture.

What will be covered? The program begins with an assessment of what preferences and strengths support or hinder leaders in their new roles. Self-awareness and measurement are the foundations for development. The leader then moves through each module receiving support, guidance and critical feedback from his/her coach every step of the way.

At the conclusion of this program, leaders will be able to:

- Assess personal strengths and weaknesses in order to build important leadership skills.
- Diagnose business situations and adapt to them.
- Gain clarity on challenges and identify opportunities.
- Establish priorities more quickly; focusing scarce resources.
- Present a plan for their top priorities during the first 90 days.
- Align the structure, systems, skills and culture of their business unit to the organizational strategy.
- Build capacity and value by creating a high-performance team.
- Understand how balance and personal wellness goals add enjoyment to your life and value to your organization.
- Leverage key relationships by creating coalitions and an advisory network.