

Emerging Leaders

SHIFTING INTO LEADERSHIP

Who Should Attend:

This program is ideal for new and emerging leaders who are transitioning from individual contributor roles into leadership positions.

Format:

- Chose your journey for 20 hours of learning. Recommendations include facilitator-led, virtual options:
  - 1 full day with 4 half days, or
  - Six half days
- Sessions are paced to encourage practice and development.
- Coaching session to reinforce learning

Tools Provided:

- Comprehensive Learning Guide and Resource Manual
- Enrollment in our monthly LearningLink e-newsletter

Related Training:

- Priority Coaching
- Priority Influencing
- Negotiating Breakthroughs

Developing the mindset, skills, and habits needed to lead with confidence

Transitioning from individual contributor to leader is one of the most significant shifts in a professional career. Emerging Leaders provides practical tools, proven leadership frameworks, and opportunities for reflection and application that help participants navigate their first leadership experiences with greater confidence and effectiveness.

Participants learn how to build trust, communicate with impact, focus on what matters most, develop others, navigate challenges, and create a plan for continued leadership growth.

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Detailed Synopsis:

Emerging Leaders: Shifting into Leadership

Introduction: The Leadership Shift

Leadership begins with a shift in mindset. New leaders quickly discover that success is no longer defined by personal achievement alone, but by the results they enable through others. This introductory module establishes the foundation for the entire program by helping participants understand the transition from individual contributor to leader and the key behaviours that support early success.

Participants will learn to:

- Understand the leadership mindset shift
- Recognise the behaviours required for leadership success
- Build awareness of the challenges new leaders commonly face
- Create a foundation for intentional leadership growth

Unit 1: Leading Yourself First

Participants leave with greater insight into their leadership style and practical strategies for leading themselves effectively.

Unit 2: Earning the Right to Lead

Participants gain practical tools for influencing others, building confidence within their teams, and creating an environment where people feel valued and motivated to contribute.

Unit 3: Leading Through Communication

Participants learn practical approaches to creating clarity, strengthening relationships, and improving performance through everyday conversations.

Unit 4: Leading Through Focus

Participants learn how to concentrate on high-value leadership activities, delegate with confidence, and create more capacity for strategic thinking and leadership responsibilities.

Unit 5: Leading Through Developing

Participants gain practical techniques for developing talent, increasing employee confidence, and creating a culture of continuous learning and growth.

Unit 6: Leading Through Challenges

Participants learn how to respond thoughtfully rather than react impulsively, preserve trust during challenging situations, and lead with confidence under pressure.

Unit 7: Leading Through Continuous Learning

Participants leave with a practical roadmap for continued leadership development and a clear commitment to ongoing growth and improvement.

Learning Application

Throughout the program, participants use a Leadership Handbook to capture insights, reflect on experiences, document feedback, and turn learning into action. Application challenges embedded in every module help participants immediately transfer learning from the classroom to the workplace, supporting lasting behaviour change and measurable leadership growth.

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