**Course Title**

Developing Tomorrow’s Leaders

**Course Description**

Organizations often struggle with selecting high potential versus high performing employees for succession planning. High performers are the individuals that stand out, but often lack the managerial and strategic vision goals needed to advance an organization. High potentials may exhibit some of these skills, but lack the technical skills needed to achieve or exceed operational goals. This program is designed to bridge the gap between high potentials and high performers by providing a combination of leadership, strategic planning and project management skills for organizations that want to start developing tomorrow’s leaders today.

**Course Outline**

**Module 1** focuses on individual leadership and connects individual leadership to current organizational issues. *(2 days)*
- Understanding leadership
- Leadership assessment*
- Emotional Intelligence
- Leading through transition
- Team project assignments**

**Module 2** focuses on learning about team dynamics including building a highly functional team and connects the team to leadership projects contributing to strategic business results. *(2 days)*
- Team dynamics
- Team building exercise or activity
- Project management
- Engagement and motivation

**Module 3** focuses on results of projects that connect leadership to strategic business results and includes a presentation to key business leaders. *(1-2 days)*
- Win-win negotiation skills
- SMART goals
- Team presentations
- Recap and feedback

**Course Length**

5 to 6 days offered over 9 to 12 months

*Leadership assessments are optional.

**Team project assignments require company sponsorship and mentoring.