



A program to ignite leadership, excellence, and performance growth

Tier 1: Emerging Leaders

- **Lead in Your Sphere:** Excel as a leader within your department and branch.
- **Support New Hires:** Embrace the role of a guide for newcomers, sharing knowledge and experience.
- **Personal Growth:** Show a strong commitment to personal and professional development in your current role.

Tier 2

- **Mentorship Role:** Step up to mentor colleagues, sharing insights and fostering growth.
- **Aim for Advancement:** Position yourself for promotions or management roles by demonstrating leadership potential.
- **Open to Opportunities:** Show openness to relocation as a pathway to career progression.

Tier 3

- **Geographic Flexibility:** Demonstrate readiness to relocate for significant roles such as territory or branch management.
- **Vision for Growth:** Commit to expanding the company's reach through effective leadership in new locations.

Interactive Webinars
Curated Articles
University Partnerships
eLearning Modules
Tier-Specific Learning
Paths

Learning Content Summary

Tier 1: Emerging Leaders

- **Communication Skills:** Essential for all leaders, focusing on clear, concise, and effective communication with peers and subordinates.
- **Team Building:** Strategies for creating cohesive and productive teams, including conflict resolution and motivation techniques.
- **Time Management:** Techniques for managing workload effectively, prioritizing tasks, and setting goals.
- **Introduction to Leadership Styles:** Overview of different leadership styles and self-assessment to identify personal leadership qualities.
- **Emotional Intelligence:** Understanding and managing one's emotions and those of others to enhance team performance and resilience.

Tier 2: Developing Leaders

- **Advanced Communication:** Enhancing listening, feedback, and negotiation skills to build stronger relationships and facilitate team success.
- **Strategic Thinking:** Techniques for developing long-term visions, setting strategic goals, and understanding the broader impact of decisions.
- **Change Management:** Preparing leaders to guide their teams through change, addressing resistance, and ensuring successful implementation of new initiatives.
- **Coaching and Mentoring:** Developing skills to support and develop others, including effective coaching techniques and mentorship strategies.
- **Conflict Resolution:** Advanced strategies for resolving disputes, mediating team conflicts, and maintaining a positive work environment.

Tier 3: Strategic Leaders

- **Leadership in New Markets:** Strategies for understanding and adapting to new markets, including cultural competence and market analysis.
- **Strategic Leadership:** Advanced modules on leading organizations, driving innovation, and making decisions that align with strategic objectives.
- **Global Team Management:** Skills for leading diverse teams across different geographical locations, including remote team management.
- **Executive Decision Making:** Enhancing decision-making skills at the executive level, focusing on risk assessment, critical thinking, and ethical considerations.
- **Visionary Leadership:** Developing the ability to inspire and lead towards a shared vision, including techniques for storytelling, motivating others, and leading by example.

Leadership, Excellence, and Performance (LEAP) Proposal

Summary: The Leadership Excellence and Performance Program (LEAP) is designed to identify, nurture, and advance the next generation of leaders within our organization. Through a tiered structure, LEAP targets individuals at various stages of their leadership journey - from Emerging Leaders to Strategic Leaders - equipping them with the necessary skills, experiences, and insights to thrive in increasingly complex and strategic roles.

Structure: LEAP is structured into three tiers, reflecting the progression in leadership responsibilities:

- Tier 1: Emerging Leaders - Focuses on foundational leadership skills and personal growth.
- Tier 2: Developing Leaders - Aims at enhancing strategic thinking, mentoring abilities, and readiness for broader leadership roles.
- Tier 3: Strategic Leaders - Prepares leaders for high-level strategic responsibilities and organizational impact.

Program Content: Each tier features tailored learning modules, including but not limited to:

- Communication and Team Building
- Strategic Thinking and Change Management
- Coaching, Mentoring, and Conflict Resolution
- Leadership in New Markets and Global Team Management

Additional Proposal Elements

- **Evaluation and Assessment Methods:** To measure program effectiveness and participant progress, we propose implementing pre- and post-assessment tools, alongside 360-degree feedback mechanisms.
- **Personalized Learning Plans:** Participants will develop Individual Development Plans (IDPs) and be paired with mentors, ensuring personalized guidance and support throughout their journey.
- **Integration with Organizational Goals:** The program will be aligned with the organization's strategic goals, with participants engaging in leadership projects that contribute directly to business objectives.
- **Support and Resources:** Access to a comprehensive suite of learning materials and a technology platform will support participants' development and facilitate program administration.
- **Continuous Learning and Alumni Network:** Post-program, participants will have opportunities for continuous learning through webinars and workshops and will benefit from joining an alumni network for ongoing support and networking.
- **Program Metrics and Reporting:** Success metrics will be established to evaluate the program's impact, with regular reporting mechanisms in place to keep stakeholders informed.

The Leadership Excellence and Performance Program (LEAP) represents a strategic investment in our organization's future leadership. By fostering a culture of continuous growth and development, LEAP aims to not only enhance individual leadership capabilities but also drive organizational success and innovation. We believe that the implementation of this program will be a pivotal step towards achieving our long-term strategic goals and sustaining our competitive edge in the marketplace.