

The Emerging Leader Institute

Competency & Skill Development Topics

Emerging Leaders will explore best practices, their own and shared experiences, receive training and learn skills in more than 12 Core Competencies of Leadership. These are built upon during the Institute through a combination of alternating monthly **full day workshops** supported by 90 minute personalized small group **application and accountability coaching sessions**.

September 2022 – May 2023

Creating Vision & Decision Making

Begin by creating a clear Vision for your professional and personal success to align with your organization's Mission and Vision. Accelerate the path to that vision by making better decisions and learn to identify and avoid the bias and limiting beliefs that derail success. *Offered each year.*

Culture Development and Integration

An enriching culture is vital to success and driving performance. Creating, leading and maintaining the values and culture you want, whether you're scaling business up, down, merging, integrating and/or consolidating operations can make the difference between success and disaster.

Business Strategy

Develop an ownership mindset and call out company strengths and weaknesses, gaps, blind spots, threats, and opportunities for collaboration across the organization. Identify cross-functional differences and the effect of influence and authority.

Continuous Improvement

Performance Management

Results are only as good as the inputs, people and processes invested. Learn processes and habits to check, correct, innovate and create greater value for yourself, your products and services. Learn to take action and inspire accountability.

Leadership Transitions

Every change of management roles requires strategy and intentional action to rally new team members and leaders while identifying new goals for acceptance and acceleration. Be ready! Learn to optimize your leadership opportunities, rise to the next level, and emerge successfully.

Customer Attraction, Satisfaction & Loyalty

See your business through your customers' eyes and identify actions to improve satisfaction and create brand ambassadors. Fine-tune your business processes to establish a customer centric culture for exceptional service.

2023 - 2024

Goal Setting & Execution; Self-Awareness, Growth Mindset

Assess your leadership characteristics, values and emerging skills. Identify your mindset and how it may be moving you forward or keeping you stuck. Put in place action steps to reach your highest potential and metrics/KPI's for consistent execution and drive results.

Coaching and Mentoring

Communication & Executive Presence

Spot and develop the next class of high potential leaders, the "A" Players, for your organization while establishing your own leadership style. Practice skills of giving and receiving feedback to inspire, motivate, and/or resolve conflict. Communicate with confidence.

Accountability & Delegation

Leading Teams

Leading others requires personal accountability first and an understanding of individual motivation and awareness and the dynamics of control and influence. Become comfortable with Communication Skills and methods for leading high performance teams and effective meetings.

Leading Change with Courage & Passion

Learn why people resist change, the stages and process for leading people through change (planned or unplanned), often to a state they prefer. Recognize how to connect when filters and perceptions differ.

Building Community

Intentional Networking

Trust, shared talents, gifts, and a common cause build community both inside organizations and externally in the community. Build internal and external relationships and extend your network with accomplished peers. Identify community needs and take steps to make an impact.



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