



Insights®

Emerging Leaders Program

How can you help individuals discover their leadership potential?

How can you build basic leadership skills in your emerging and supervisory leader population?

How do you meet your succession planning needs?

What if you could leverage the success you have already had with Insights Discovery learning solutions for even greater results?

Building a productive leadership pipeline for succession planning requires development at both the emerging and supervisory leader levels.

The *Insights Emerging Leaders* program is a leadership development program based on the foundation of the Insights Discovery profile and Insights into Personal Effectiveness program. It is a dynamic, interactive series building leadership capabilities in 12 key areas.

The program draws on the Insights Discovery suite of learning solutions. It builds on the Discovery Profile using the Foundation, Management, Personal Achievement, and Sales chapters.

Each module looks at one aspect of leadership that is relevant to people moving into their first leadership role through to participants currently holding supervisory to mid-manager positions.

Practical and skills based, the series is customized to individual learners through links with their Discovery profile.

The 12 modules listed can be delivered as part of a learning solution series or as stand alone components.

The 12 modules include:

- Insightful Goals
- Recognizing Type/Dealing with Stress
- Insights into Influencing
- Developing a Positive Attitude
- Effective Communication
- Understanding Team Culture
- Transforming Team Culture
- Giving & Receiving Feedback
- Opposites Attract – You and Your Difficult Person
- Authenticity & Assertiveness
- Building on Strengths
- Managing Time, Managing Life

The program shares a common platform with the Insights Transformational Leadership (ITL) model.

ITL is a holistic model that explores the dynamic balance required between two sets of key leadership aspects: Centred and Visionary Leadership, Results and Relationship Leadership.

Effective leadership emerges when all of

Summary

- Designed for emerging leaders through to mid-managers and supervisors
- Provides practical skill development in 12 priority areas
- Approaches learning from the uniqueness of each leader through his/her personal Discovery profile
- Modular delivery enables best fit for each leader's learning pathway
- Allows flexibility for stand-alone or full series delivery
- Utilizes one unique language
- Includes job aids and resources for at work reference
- Aligns with higher level *Insights Transformational Leadership* solutions
- Can be augmented with optional on-going leadership coaching

these four aspects of leadership are able to be integrated into day-to-day tasks.

Using this platform allows organizations to engage all levels of leaders with a common language and methodology. It ensures a smooth transition as leaders move along their development pathway.

The *Insights Emerging Leaders* program serves as a foundation for extraordinary leadership development. The common language, platform, and tools used throughout the entire program result in increased ROI and more effective, capable, and engaged people in your leadership pipeline.

The Insights Emerging Leaders program builds awareness and capabilities for individuals in the early stages of their leadership journey and for mid-level managers interested in sharpening their skill set.





Insights® Emerging Leaders Program

Insightful Goals - explores the requirement for leaders to be outcome focused. Being able to clarify goals, move people to action and build a shared sense of achievement are critical leadership capabilities. Participants discover how to identify and establish goals that are meaningful, and learn how to create detailed plans for their accomplishments.

Managing Time- Managing Life - encourages leaders to take a disciplined approach to managing time. It combines the power of well-grounded traditional approaches with the self-knowledge gained through an understanding of individual preferences. The session explores practical strategies and models for success.

Building on Strengths - participants explore what key strengths they exhibit, and how this aligns to the role of a leader. The starting point for building on leadership strengths is to know yourself. This involves knowing and acknowledging your strengths and challenges, then understanding how they are inextricably linked. It is the foundation of powerful and permanent personal and leadership development.

Authenticity and Assertiveness - participants are encouraged to be more aware of their thoughts, feelings and emotions and to practice engaging in direct honest communications with others. Assertiveness is accepting your rights as appropriate, and being willing to engage with others. Demonstrating authenticity helps to build critical relationships and enables leaders to develop the self confidence and assertiveness that is required for success.

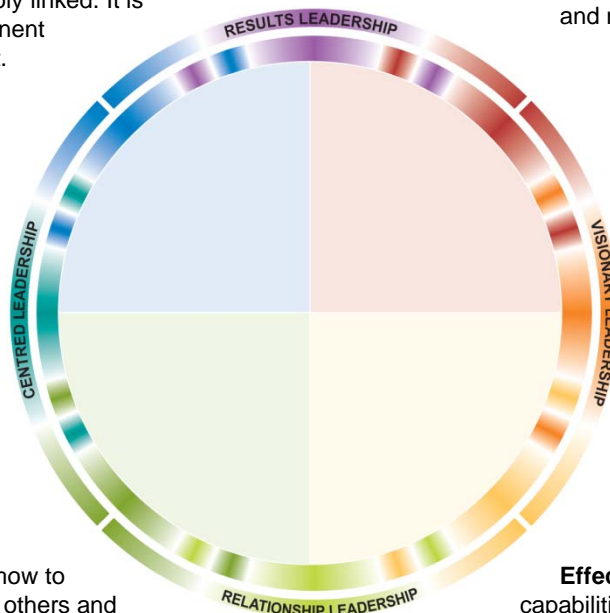
Opposites Attract - leaders explore how to better understand the perspectives of others and how to connect with those that see the world differently. Projections and differing perceptions often lead to difficulties communicating, especially between people that tend to use opposite energies. Participants will develop practical strategies for communicating with the opposite type or 'difficult person'.

Giving and Receiving Feedback - examines the approach leaders take to enhance staff performance. Leaders explore how to facilitate staff development through their skill in delivering feedback and in using a coach approach. The Insights 'D4' data based feedback model is designed to maximize the chance that the feedback is 'let in'. Exploring this model also helps leaders to learn how to ask for feedback for their own development.

Transforming Team Culture - leaders analyze how team culture could be shifted for higher performance. Practical strategies are identified for boosting and tempering the team's colour energies for optimizing success. To further influence the shift, participants explore the impact of their leadership on the team as well as the stage of team development.

Recognizing Type - helps emerging leaders go deeper into identifying others' styles or preferences. Using knowledge of human behaviour helps participants connect with diverse people and make better choices about how to lead them. The module also explores the causes for stress, how this can shift people's behaviour, and the best approaches to support people in times of stress.

Insights Into Influencing - leaders refine their influencing skills to obtain 'win-win' outcomes. Without the focus on collaboration, leader's actions can be interpreted as 'manipulating' rather than 'influencing'. A focus on shared positive results when working to influence others builds trust, creates commitment, and maintains integrity in the relationship.



Developing a Positive Attitude – examines the gift a positive mental attitude brings to a leader. Seeking conscious control of thoughts helps leaders stay intentional and focused. The program examines tools to enhance participants' self-concept which supports leaders' ability to connect even in tough situations.

Effective Communication - builds leaders' capabilities in connecting with people of diverse communication needs. Leaders' success will depend largely on the effectiveness of his or her communication. Participants will identify strategies, practice key skills and learn practical models for enhancing the quality of their day to day conversations.

Understanding Team Culture - explores team diversity and the current culture being expressed by the team. Focuses on how participants naturally contribute to teams through their preferences and gifts. Understanding how to identify and work with a team's culture allows more openness and sharing. Leaders develop awareness of a team's unique dynamics and learn how to positively influence team success.

