

Emerging Leaders Program



FIRST LIGHT
Group LLC

Putting Your Future
Within Reach®

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We all know how hard it can be to find people ready and able to take on leadership responsibilities. That’s why we often promote people with great potential, but who “don’t know what they don’t know” about leadership. The answer? Get them up to speed with a hands-on, best-practices seminar led by a street-smart highly-rated master teacher and former front-line leader.¹

Program Description

Each ELP consists of three half-day active-learning sessions. Each session contains a mix of content, discussion, and practice. And to support learning and accountability, each participant receives two 30-minute on-site coaching sessions:

Monday	Tuesday	Wednesday	Thursday	Friday
<ul style="list-style-type: none"> • 9-1: Leading Self • 2-5: Onsite 1-on-1 Coaching 	<ul style="list-style-type: none"> • 9-1: Leading Others • 2-5: Onsite 1-on-1 Coaching 	<ul style="list-style-type: none"> • 9-5: Onsite 1-on-1 Coaching 	<ul style="list-style-type: none"> • 9-1: Leading Work • 2-5: Onsite 1-on-1 Coaching 	<ul style="list-style-type: none"> • 9-5: Onsite 1-on-1 Coaching

There are no prerequisites for the program except that each participant *must* meet with her/his supervisor to frankly discuss ideas for a personal development plan and a work development plan.

Attendance (no hall passes) and undivided attention are essential (cell phones and laptops off). For best results, the number of participants should not exceed 16. Though some agencies use the ELP as an honors seminar with attendees chosen through a nominating process; others take all commers on a first-come, first served basis.

Syllabus

The first ELP session is **Leading Self**, which begins with Bolman and Deal's [four-frame approach](#) to thinking about organizations. The learning objective is to use the frames to analyze issues and to also create a personal development plan including:

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| <ul style="list-style-type: none"> • Strengths (informed by DiSC profiles) • Disadvantages • Vision, values, personal missions | <ul style="list-style-type: none"> • Learning needs • Influencer support • SMART goals and action steps |
|---|--|

¹ [Dr. Mark Light](#) is President and founder of [First Light Group](#) with a mission to bring your future within reach. Mark is a trusted leadership coach who empowers others to go for great, a master teacher known for contagious enthusiasm and actionable learning, and a street-smart writer with [published books](#) and [dozens of columns](#). Mark holds a BFA from Drake University, an MBA from UCLA, and a Ph.D. from Antioch University. Click here for Mark's [curriculum vitae](#).

The second ELP session is **Leading Others**. After a review of the previous session and progress reports, the learning objective is to use pragmatic tools that enable effective leadership and management of others including teams, subordinates, peers, and the boss:

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| <ul style="list-style-type: none"> • Advising (training, mentoring, coaching) • Motivation 101s • Team work | <ul style="list-style-type: none"> • Feedback and coaching • Managing the boss |
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The third ELP session is **Leading Work**. After a review of the previous two sessions and progress reports, the learning objective is to develop each participant’s work project plan including:

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| <ul style="list-style-type: none"> • Decision making • Time management | <ul style="list-style-type: none"> • Strategic and operational planning • Delegation and accountability planning |
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Recommended Add-On

The fourth ELP session is **Leading Change** to add 3-4 weeks later. In this session, the original cohort gets back together to refresh and amplify learning, and deepen their understanding of three primary leadership topics:

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| <ul style="list-style-type: none"> • Organization change • Leadership approaches | <ul style="list-style-type: none"> • Ethical leadership |
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Finally, all cohort members receive another on-site coaching session:

Day 1	Day 2
<ul style="list-style-type: none"> • 9-1:30: Leading Change • 2-5: Onsite 1-on-1 Coaching 	<ul style="list-style-type: none"> • 9-5: Onsite 1-on-1 Coaching

Administration

The cost for the three sessions and on-site coaching is \$7,320 all-inclusive not including host expenses such as DiSC profiles and other expenses like space, box lunches, and refreshments. First Light Group covers all of its costs including administrative and personnel. The cost for the Leading Change add-on is \$2,440 not including host expenses.

In Closing

What could be better than bringing new talent into your organization and empowering them over time to reach their full potential? And then inviting them to take the next step to become new leaders knowing that they’re up to speed on the basics? Welcome to *your* Emerging Leaders Program!