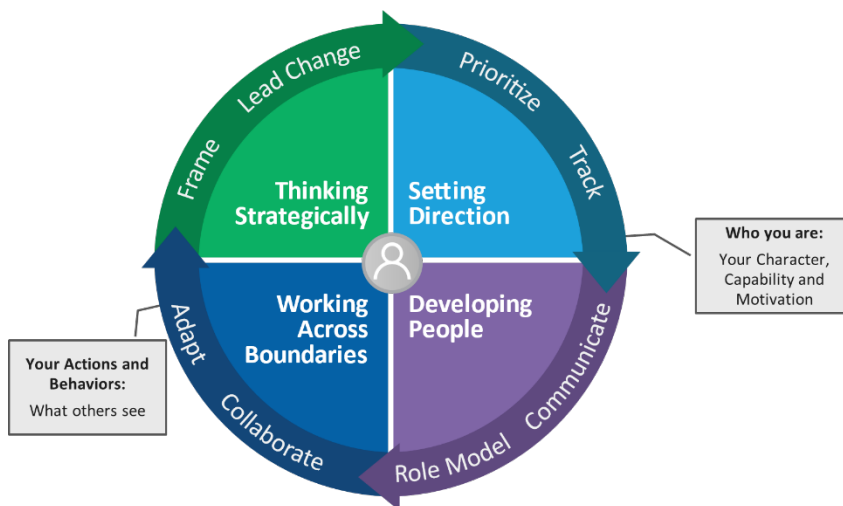


# New Leaders: Leadership Foundations Program

Strong performers are often promoted to their first management role for superior technical skills and ability to drive results, but they may not have people or organizational leadership experience to be successful. Leadership Foundations creates practical skills for the workplace through tailoring the content and exercises to relevant situations and challenges for a first-time leader. The design, facilitation and targeted connections of this program allow learners to develop key skills, and show the learner *why* these skills are necessary through demonstrating the business outcomes they can impact. The Leadership Foundations program is unique because it includes three main components: interesting content with leadership frameworks, practice in a business simulation and application exercises to connect back to the job.

## The Learning Experience

Leadership models and approaches, best practices and actionable insights are taught through content and frameworks that are made practical for the new leader. These are organized into four main themes.



Participants learn...

- ▶ How to deliver results through a team with the mindset of a leader
- ▶ Fundamentals of leading team members based on their individual needs
- ▶ Best practices in challenging conversations with other members of the team
- ▶ How to engage stakeholders and communicate across the organization
- ▶ Strategic thinking skills that are applicable to new leaders
- ▶ Leading change as a new leader

Each element of the program is tied back to participants' realities through reflection, feedback, and application. In addition, participants share feedback and challenges with peers to build skills and expand their networks across the organization.



### Target Audience

Leaders in one of their first management roles or individual contributors on the way to a leadership opportunity.



### Desired Outcomes

This program builds skills to:

- Deliver results through others
- Develop people
- Work across boundaries
- Think strategically



### Logistics

- 1–2 days in person
- 10-20 hours virtually
- 8–300+ participants

## Dynamic Business Simulation

The Leadership Foundations business simulation experience is integrated throughout the program, as an impactful way to practice the content and frameworks. Through the simulation, participants work in small teams of 4-6 people to assume the role of a new leader in a fictitious, but relevant and realistic business. There are different versions of the simulation storyline, but all include three rounds of decision making and practice conversations. You can select the best simulation version for your cohort from the options below, or engage us for a custom version.

- ▶ Individual Contributor (for those of who don't plan to have direct reports)
- ▶ Retail (for people managers specifically in the retail space)
- ▶ Project Focused (for people leaders who work in manufacturing or with a specific focus on project deadlines)
- ▶ Knowledge Leader (for all other people leaders)

Through the simulation experience, leaders will see the connection between their leadership behavior, project and business results.



## Sample Program Agenda

Insight Experience's Leadership Foundations program can be modified to suit a company's specific needs. It can be delivered as an in-person classroom experience or as a virtual program. A sample program agenda is provided below.

Day 1	Day 2
Introduction and Overview	Round 2 Results and Learning Discussion
Deciding and Delivering	Working Across Boundaries
<b>Round 1 Decision Making</b>	Inquiry Conversation
Lunch	<b>Round 3 Decision Making</b>
Round 1 Results and Learning Discussion	Lunch
Developing People	Thinking Strategically
Coaching Conversations	Final Scenario Results and Learning Discussion
<b>Round 2 Decision Making</b>	Reflection and Action Planning
Personal Reflection	