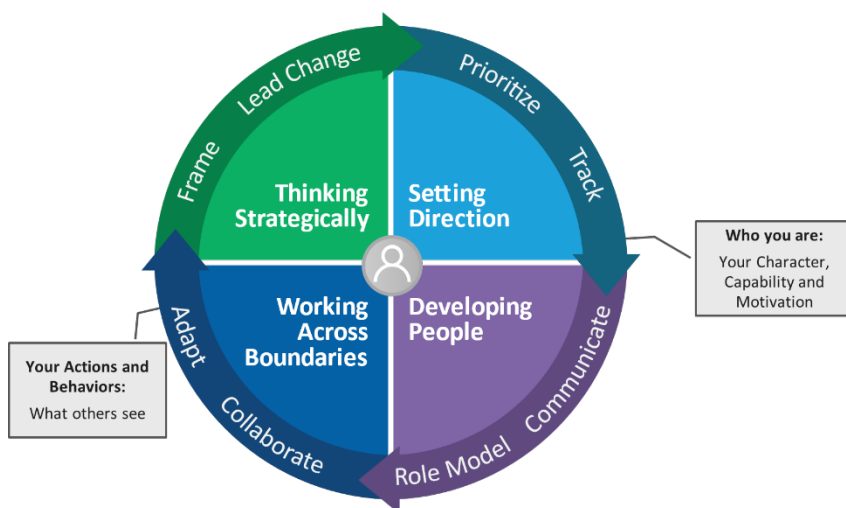


New Leaders

Strong performers are often promoted to their first management role based on their technical expertise and ability to deliver results. However, they may lack the people and organizational leadership experience needed to succeed in this new role. The New Leaders offering equips first-time managers with practical, workplace-ready skills by tailoring content and exercises to the real challenges they face. Through thoughtful design, facilitation, and targeted connections, the program helps learners build critical leadership capabilities while demonstrating the business outcomes these skills can drive. This offering is unique because it combines engaging content with leadership frameworks, practice opportunities through a business simulation, and application exercises that reinforce connections to on-the-job scenarios.

The Learning Experience

Leadership models, approaches, best practices, and actionable insights are taught through content and frameworks designed to be practical and relevant for new leaders. The program organizes these materials into four main themes.



Target Audience

Leaders in one of their first management roles or individual contributors.



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

Participants learn...

- ▶ How to deliver results through a team with the mindset of a leader.
- ▶ The 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 connects back to participants' real-world challenges through reflection, feedback, and practical application. Participants also exchange feedback and insights with their peers, helping them build leadership skills while expanding their networks across the organization.



Dynamic Business Simulation

The New Leaders business simulation experience is woven throughout the program, providing a powerful way for participants to practice applying the content and frameworks. In the simulation, participants work in small teams of 4-6, taking on the role of a new leader in a fictional yet realistic business. While the simulation storylines vary, all versions include three rounds of decision-making and practice conversations. You can choose the simulation version that best fits your cohort's needs from the options below, or partner with us to create a custom version.

- ▶ Individual Contributor (for participants who do not expect to have direct reports).
- ▶ Retail (for people managers working specifically in the retail space).
- ▶ Project-Focused (for people leaders who work in manufacturing or focus on project deadlines).
- ▶ Knowledge Leader (for all other people leaders).

Throughout the simulation experience, leaders will see how their leadership behaviors impact both project outcomes and business results.



Sample Program Agenda

Insight Experience's New Leaders offering 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
Round 1 Decision-Making	Inquiry Conversation
	Round 3 Decision-Making
Lunch	Lunch
Round 1 Results and Learning Discussion	Thinking Strategically
Developing People	Final Scenario Results and Learning Discussion
Coaching Conversations	Reflection and Action Planning
Round 2 Decision-Making	
Personal Reflection	