



# Essential Management Skills for Emerging Leaders

## Program Overview

In an era of relentless disruption, being an expert is no longer enough. To thrive, leaders must evolve into Systemic Architects, those who can align personal strengths, stakeholder interests, and organizational change into a single, cohesive strategy.

This intensive 5-day experience provides the frameworks, the peer network, and the personalized roadmap to lead with strategic intent.

## The Five-Day Strategic Journey

### Monday: The Internal Engine | Strengths & Emotional Intelligence

*Deepen your understanding of the psychology of your leadership style.*

- **CliftonStrengths:** Move from fixing weaknesses to leveraging your unique leadership traits and those of your team.
- **Emotional Intelligence:** Develop micro-habits for self-regulation and empathy to foster a high-performance, low-friction culture.
- **The Skill:** Learn to deliver compassionate, candid feedback that drives growth without damaging trust.

### Tuesday: The Stakeholder Blueprint | Negotiation & Influence

*Transform resistance into collaborative momentum.*

- **The Win-Win Method:** Develop an integrated approach to negotiation that focuses on underlying interests rather than rigid positions.
- **Presentation and Listening Skills:** Build a toolkit for empathy-based persuasion and influence.

### Wednesday: Strategic Thinking | The Systemic Shift

*Reclaim your focus for high-impact decision-making.*

- **Priority Audits:** Strategically allocate resources by de-prioritizing legacy tasks to fuel high-value initiatives.
- **Cognitive Rigor:** Utilize decision-making framework to replace instinctual bias with analytical rigor. Distinguish signal from noise to align your daily tasks with high-level organizational goals.



## Thursday: Change in Motion | Mastering the ADKAR Framework

*Lead transitions with precision and empathy.*

- **The ADKAR Lens:** Diagnose specific bottlenecks in Awareness, Desire, Knowledge, Ability, and Reinforcement.
- **Leading Uncertainty:** Shift your team from a fixed to a growth mindset during periods of organizational instability.

## Friday: Inclusive Leadership & The Mastermind Capstone

*Solidify your legacy and launch your 90-day plan.*

- **Bias Mitigation:** Analyze Micro-, Meso-, and Macro-level systems to address implicit bias and foster an influential, diverse culture.
- **Strategic Mastermind:** Pitch your most pressing real-world challenge to your peers for collaborative problem-solving.
- **The Final Synthesis:** Finalize your 90-day action plan for systemic impact.

## Why This Program?

- **Evidence-Based Frameworks:** Every session is grounded in leadership science, including the ADKAR change model and CliftonStrengths.
- **Action Plan:** You will not leave with a binder of notes. You will leave with a living, breathing action plan that translates classroom content into observable behavior.
- **A World-Class Cohort:** Join a network of Harvard-level peers who serve as your trusted advisory network long after the program ends.
- **Immediate ROI:** We prioritize immediate ROI, ensuring you return to work with a concrete plan to streamline your focus and accelerate your most critical leadership goals.