ELEVATE LEADERSHIP CERTIFICATE

As leaders advance in their careers, their responsibility grows to include an entire division or organization. Their skills and perspectives must evolve to achieve success in these new roles.

Effective leaders continuously enhance their skill set to make an impact on the people and organizations they lead. The journey is defined by experience, self-awareness, and personal development. As leaders rise in organizations, they must elevate their skill sets to see the organization from a higher viewpoint, entrusting their colleagues and reports to manage everyday tasks.

In this interactive learning experience, participants will explore the characteristics of great leaders from a human-centered and business acumen approach. They will learn new tools to help them grow into more senior roles, lead teams through change, inspire a workplace built on collaboration, and develop actionable plans to achieve long-term success.

Developed from real business professionals to address real business problems.



Program Objectives:

- Shift from a task-oriented management mindset into a “big picture” perspective
- Capitalize on prior leadership experience to develop an authentic leadership aspiration
- Effectively interact with all levels of an organization for maximum impact
- Develop strategic and long-term thinking
- Guide an organization through change
- Establish habits and behaviors for continued improvement to retain leadership skills

Digital Badge:
XLC is proud to offer each participant a digital badge in Elevate Leadership once participants have met the program completion criteria. Digital badges include a direct link to view program credentials and can be utilized by participants on social media and digital resumes.



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Audience:
Upper-level managers preparing for the next level or those new to senior leadership roles who are responsible for a division or the overall organization.

Cost: $3,950 General Registration
Select Discounts Available
2.4 CEUs will be issued for this program

Duration:
This program consists of four in-person, full-day sessions and three virtual one-hour sessions.

PROGRAM COMPONENTS:

The journey begins with a virtual group introductory call to meet the program facilitators and cohort members. Participants will have reflective work in between each in-person session to encourage learning, skill development, and reflection outside of the classroom.

Session 1: Engaging Strengths

- Recognize existing leadership strengths and development opportunities
- Identify what a good leader looks like and how to present oneself as ready for a senior role
- Navigate difficult or critical conversations
- Create a plan to build a board of advisors and network with other senior leaders

Session 2: Empowering People*

- Determine ways to coach, mentor, and develop others
- Clarify team roles
- Implement best practices for effective delegation
- Explore a leader's role in decision-making



Session 3: Embracing Change

- Develop a holistic perspective of an organization and realize the overall impact change can have
- Become familiar with the phases of change
- Explore strategies for leading oneself, individuals, teams, and organizations through ongoing change
- Discover how to inspire a culture of adaptability

Session 4: Executing Forward*

- Articulate the organization's strategy
- Identify opportunities to align departmental-level strategic plans with the organization's strategy
- Establish a framework for succession planning and apply it to direct reports' growth plans

***Virtual Group Reflection Calls**
After the second and fourth in-person sessions, the cohort will meet for a virtual group check-in session to discuss how they have incorporated their learning into their lives and how they can continue to improve and sustain their new practices.

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