



Emerging Leaders Program Syllabus - Spring 2023

Goal: Provide rising leaders a path to knowledge, self-assessment, and leadership skills development.

Objectives:

- Increase communication skills
- Enhance self-awareness and dealing with others
- Develop leadership skills awareness
- Develop and present an individual development plan and personal brand

Facilitator: Jesse Citizen, Program Manager, Emerging Leaders Program

Approach: Eight-weekly sessions that cover topics on developing emerging leaders. Sessions will be held from 7 pm - 9 pm on the below scheduled dates.

- **March 6: *Orientation Session*, Facilitator: Jesse Citizen, Program Manager**
 - Introductions: Board and committee members, presenters, and participants
 - Cover:
 - Program expectations and provide overview
 - Commitment, accountability, etc. and sign agreement letter
 - Work life balance and effective time management techniques
 - Survey will be sent after each session

- **Week 1, March 13: *Rethinking Communications*- Greg Ballard (LPW 2018)**
 - Areas of Focus: This session will introduce a new model and approach for communication that shifts the emphasis from information to relationship.
 - We will explore the purpose of communication and develop a framework for selecting what and how to approach a communication event.

- **Week 2, March 20: *Leading and Managing Yourself* - Al Durr, ALD & Associates**
 - Areas of Focus:
 - Combating unconscious bias; Leading with Awareness
 - How we view others is impacted by our personal filters which combine our beliefs, values, and past experiences. In this session, we'll explore biases and techniques to help you understand how other people see the world.
 - By gaining insight into your filters, you will be able to engage in difficult conversations and lay the foundation to develop a greater sense of awareness and empathy that starts with you.



- **Week 3, March 27: Understanding the Professional Environment - Steve Daves, President, RW Murray Co (LPW 2008) and Christina Daves, Founder/CEO, PR for Anyone**
 - Areas of Focus:
 - Corporate Culture
 - Corporate Reputation
 - Branding
 - Your Personal Brand

- **Week 4, April 3: Leadership & Awareness - Robert (Bob) Schneider, Ph.D., Executive Director, OmniRide (LPW 2018)**
 - Areas of Focus:
 - Employee Performance
 - This session will examine the dynamics and challenges of individual and group performance and discuss how you can successfully navigate the professional and personal challenges of coaching underperforming employees. By understanding how employees learn you will have a better sense of how to provide feedback that engages your team while also developing the skills it takes to “have the hard conversations” with dignity and respect.

Holiday Break ----- April 10-15

- **Week 5, April 17: Individual Development - Eric Reeves, Ph.D., Sr. Learning & Development Manager/Solution Architect (LPW 2018)**
 - Areas of Focus:
 - Growing your professional network
 - Constructing your professional development plan

- **Week 6, April 24: - Leadership Styles - TBD**
 - Areas of Focus: Session is still in development.
 - Building on week’s 1-5 topics, discuss leadership styles, characteristics, and qualities, and what it means to lead instead of manage and supervise

- **Week 7, May 1: Participants deliver individual development plans**
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- **Week 8, May 8: Participants deliver individual development plans**

- **May 12: Reception and Award Ceremony,**
 - **3:00 pm – 6:00 pm**
 - **Centerfuse Coworking Space, 9071 Center St, Manassas, VA, 20110**
 - **Cohort plus two guests**
 - **Guest Speaker TBD**