

EMERGING LEADERS SERIES

A Leadership Development Program for High Potential Women

Learn to lead more effectively in preparation for greater leadership responsibility

Leadership is learned,
not taught.
Effective leaders
develop over time,
refining their skills
to meet the
dynamic needs of
their organizations.

Here's what people say about the program.

Hallmark has sent women managers with high promotion potential to the Emerging Leaders program since its inception in 2006. Participants have found the curriculum engaging and rewarding, and Hallmark considers it a great value.

Lisa Macpherson
Vice President, Marketing
Hallmark Cards, Inc.

KCP&L considers the Emerging Leaders program a cornerstone of our development program for women. Graduates have a deeper understanding of their effectiveness as leaders and a sense of personal confidence that doesn't come from other programs.

Barbara Curry
Sr. VP—Corporate Services &
Corporate Secretary
Great Plains Energy

The guidance provided, information shared and new relationships have enhanced my commitment to becoming a more respected business professional, valued community contributor and well-rounded individual.

Jennifer Haile
Director of HRIS and
Human Capital Solutions
MarketSphere Consulting

TARGET AUDIENCE

- High potential women leaders, leaders in new positions, one of the first or few women in leadership in their organization. **Perfect for:** Senior managers, directors, new partners, some vice presidents and those new to an executive role.
- This intensive leadership program develops executive competencies by building on individual strengths—using a personal development plan to reach the next level.
- Sponsoring organizations see solid results as participating employees embrace new leadership skills that improve individual and team performance.
- Several Emerging Leader participants have received promotions during or after the program year.

GETTING STARTED

To enroll and for program fee information please contact:

Connie Russell, Vice President, Talent Management at Right Management at 913-323-2344 or Connie.Russell@right.com or **Ellen D'Amato**, President and CEO, The Central Exchange at 816-471-7560 or Ellen@centralexchange.org

- 12 month intensive program begins Thursday, September 2, 2010
- Group meets monthly from 8:30 a.m –12:30 p.m.
- Limited to 20
- Facilitated by **Connie Russell**, Vice President, Organizational Consulting, Right Management
- **Highly successful female thought leaders** from diverse environments contribute each month with advice and stories of their own leadership path.

PROGRAM DETAILS

The Emerging Leaders curriculum is based on research that proves that the most effective framework develops leaders over time using an integrated approach.

Self-awareness is a critical component of leadership development. Participants begin the program with **leadership assessment tests**, followed by a **private coaching meeting** to create an **individual leadership development plan**.

Each session focuses on a specific leadership competency, including discussion and practical strategies to apply to participants' organizations.

The year-long format allows for long-term development—including on-the-job practice.

Competencies are based on several leadership models including those from Daniel Goleman, Jim Collins, Kim and Mauborgne, Malcolm Gladwell, Deborah Kolb, Lois Frankel, and Babcock and Laschever.

Action Learning Team Project: As part of a team, participants work on a 9-month project to integrate their learning.

Plus, access superior programming at The Central Exchange: Participants may attend one Central Exchange program per month at no charge during the program year.

OUTCOMES

As a result of program participation, participants and their sponsoring organizations will see sustainable development in these areas of leadership competency.

NEGOTIATING FOR RESULTS: Hone skills in gaining commitment and collaborating with key stakeholders.

EFFECTIVE DELEGATION, COACHING AND TALENT MANAGEMENT: Lead human capital resources to their highest potential.

MANAGING CHANGE: Turn "casualties" into "navigators" of dynamic organizations.

COMMUNICATION AND EXECUTIVE PRESENCE: Understand leadership styles and create your own leadership brand.

INFLUENCE AND POLITICAL SAVVY: Leverage influencing tactics for use in your own organization.

BALANCED RISK TAKING: Find the balance between risk and reward in decision making.

PROMOTING CREATIVITY AND INNOVATION: Leverage innovative thinking as a strategic asset.

LEVERAGING SOCIAL CAPITAL: Build networks rich in social capital and business advantage.

ONGOING LEADERSHIP STRATEGY: Embed your values in your decision-making.



THE
CENTRAL EXCHANGE®
A champion of women leaders

**EMERGING LEADERS
PROGRAM**
presented by

**RIGHT
MANAGEMENT**
A Manpower Company