nextgen Emerging Leaders Program

PROGRAM OVERVIEW:

The NEXTGEN Emerging Leader Program at People Tank is designed to nurture and develop the next generation of leaders within your organisation. This comprehensive program focuses on building essential leadership skills, fostering personal growth, and driving organisational success through effective and innovative leadership practices.

The People Tank Emerging Leader Program is a strategic investment in the future of your organisation. By empowering high-potential employees with the skills and knowledge they need to excel, we create a pipeline of capable leaders ready to navigate the complexities of today's dynamic business environment.

PROGRAM OUTCOMES:

- Enhanced leadership capabilities and readiness for future leadership roles
- Improved emotional intelligence, communication, and decision-making skills
- Increased strategic thinking and innovative problem-solving abilities
- Stronger organisational culture and improved team dynamics

PROGRAM DURATION: Delivered over 6 months as Half and Full Day programs

DELIVERY METHOD:

- **Mode:** Blended learning approach (in-person workshops and virtual coaching)
- **Facilitators:** Experienced learning professionals from People Tank, senior organisational leaders, and external experts

WHO SHOULD ATTEND:

- High-potential employees identified through performance reviews
- Individuals demonstrating leadership potential and a commitment to personal and professional growth

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PROGRAM STRUCTURE:

Module 1:
Orientation and Goal Setting
- Content: Program introduction, expectations, and goal-setting workshops
- Activities: Self-assessment, individual goal-setting sessions, and team-building exercises

Module 3:
Advanced Leadership Techniques
- Topics:
  - Strategic Thinking and Planning
  - Change Management and Innovation
  - Conflict Resolution and Negotiation
  - Coaching and Mentoring Skills
- Activities: Scenario analysis, peer coaching sessions, and real-world project simulations

Module 5:
Mentorship and Coaching
- Content: One-on-one mentorship with senior leaders, regular coaching sessions, and personalised feedback
- Outcome: Continuous support and guidance to ensure individual growth and development

Module 2:
Core Leadership Skills Development
- Topics:
  - Emotional Intelligence and Self-Awareness
  - Effective Communication and Interpersonal Skills
  - Decision-Making and Problem-Solving
  - Time Management and Prioritisation
- Activities: Interactive workshops, case studies, role-playing, and group discussions

Module 4:
Advanced Leadership Techniques
- Topics:
  - Strategic Thinking and Planning
  - Change Management and Innovation
  - Conflict Resolution and Negotiation
  - Coaching and Mentoring Skills
- Activities: Project planning, implementation, and presentation to senior leadership
- Outcome: Practical experience in applying leadership skills to drive organisational results

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Module 6:
Leadership in Action
- Content: Participants will engage in leadership roles within their teams or departments, applying their newly acquired skills in real-world settings
- Activities: On-the-job leadership experiences, feedback from peers and supervisors, and reflective journaling

Module 7:
Program Evaluation and Graduation
- Content: Comprehensive evaluation of individual and group progress, feedback sessions, and program debrief
- Activities: Participant presentations, peer evaluations, and graduation ceremony

EVALUATION AND FEEDBACK:

Participant Feedback
- Surveys and interviews to gather insights and experiences

Progress Tracking
- Regular assessments and reviews to monitor individual development and program effectiveness

Performance Metrics
- Evaluation of leadership skills application and impact on organisational performance

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