nextgen Emerging Leaders Program

PROGRAM OVERVIEW:

The NEXTGEN Emerging Leader Program at People Tank is designed for new or soon-to-be leaders. It focuses on foundational leadership skills essential for individuals stepping into leadership roles.

This program emphasises core leadership principles, effective communication, emotional intelligence, conflict resolution, and time management. Participants will learn to navigate team dynamics, make informed decisions, and develop essential coaching and mentoring skills.

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. (or as desired by you).

DELIVERY METHOD:

- **Delivery format:**: In person and virtual options to provide variety in delivery to participants.
- **Facilitators**: Experienced learning professionals from People Tank.

WHO SHOULD ATTEND:

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

PeopleTank
Learn, Grow, Transform.

nextgen Emerging Leaders Program

PROGRAM STRUCTURE:

Module 1:
- **Introduction to Leadership** and Self-Discovery: Core leadership principles and adapting to your leadership framework. This topic introduces leaders to the foundational aspects of leadership, fostering a solid understanding of leadership principles.

Module 2:
- **Building Emotional Intelligence:** Developing self-awareness, self-regulation, motivation, empathy, and social skills. Emotional Intelligence is crucial for effective leadership. It enhances leaders' ability to understand and manage their emotions and those of others, fostering better team dynamics and communication.s

Module 3:
- **Effective Communication Skills:** Mastering verbal and non-verbal communication, active listening, and providing constructive feedback. Effective communication is the bedrock of successful leadership, enabling leaders to convey their vision clearly and build strong relationships.

Module 4:
- **Conflict Resolution and Management:** Techniques for managing and resolving conflicts. This topic equips leaders with strategies to handle conflicts constructively, maintaining a harmonious and productive work environment.

Module 5:
- **Time Management and Prioritisation:** Effective time management and task prioritisation. Time management skills are essential for leaders to maximise productivity and balance multiple responsibilities efficiently.

Module 6:
- **Team Dynamics and Trust:** Understanding team dynamics, fostering collaboration, and trust-building. Building trust and understanding team dynamics are vital for creating cohesive and high-performing teams.

PeopleTank
Learn, Grow, Transform.

nextgen
Emerging Leaders Program

Module 7:
- **Decision-Making and Problem-Solving:** Enhancing critical thinking for informed decision-making. Developing decision-making skills helps leaders navigate complex situations and make strategic choices.

Module 8:
- **Introduction to Coaching and Mentoring:** Foundational coaching and mentoring practices. Coaching and mentoring skills are essential for developing and guiding team members and fostering a supportive and growth-oriented environment.

EVALUATION AND FEEDBACK:

Participant Feedback
- Continuous evaluation of participant feedback throughout their learning experience.

Progress Tracking
- Regular assessments and reviews to monitor individual development and program effectiveness to ensure the content is applied back on the job.

Performance Metrics
- Evaluation of leadership skills application and impact on organisational performance through connection with their leaders.

PeopleTank
Learn. Grow. Transform.