



## Leadership development should happen at ALL levels of an organization, not just those that have direct reports.

- Do you have a succession plan for all your critical leadership roles?
- Do you anticipate outgrowing the leaders you have today?
- Are you developing leaders in your organization before you need them to lead others?
- Are you guilty of putting top performers into leadership roles with little to no leadership analysis or preparation to be a leader?



The **Keystone Emerging Leader Program™** is focused on ensuring a proactive approach to your succession planning and growth strategy. By engaging and building trust between your emerging leaders early, they develop good leadership habits and skills before you need them to be Conscious Leaders.

In this program we:

- Teach leaders who have great potential how to grow and evolve their personal leadership style and approach.
- We align them to a set of leadership competencies that ensures they know what great leadership looks like.
- We help them assess themselves against those competencies throughout their growth.



The **Keystone Emerging Leader Program™** creates an environment where leaders can explore their unique leadership style and understand the core leadership competencies needed to grow into Conscious Leaders. This year-long program is individualized for the organization.

# Program Scope

## Individualized Approach

- A Design session to individualize program scope and guidelines for the organization.
- Individualized prep work including worksheets, pre-work, and homework to make leaders think critically and stay engaged in the work they are doing throughout the program.

## Conscious Leader Workshops

- Nine, 90-min. leadership workshops for the leader group (in person or virtual).

## Built-in Accountability

- Quarterly 1:1 check-in calls with an executive coach for each leader in the program.
- Quarterly progress check-ins with leadership key stakeholders.
- Data measurement plan and outcomes for each leader.
- Peer Learning Cohorts - a small group structured program that meets in between workshops for continuous learning and accountability to implement the learning.

## Capstone Project

- Development of a Capstone project for the group to work on during the final quarter.
- Three 90-minute Capstone Project working sessions.
- Focus on individual growth plan and proposal to solve a Business + Human obstacle the business is facing.

Ideal program size is 9 - 12 emerging leaders.