

# Ican High Potentials Custom Program

## Program Overview

This custom leadership program develops your high potential individuals to move to the next level in your organization – particularly to the C-Suite/Executive level. The program provides key learnings on strategic thinking, authentic leadership, decision making, enterprise perspectives, emotional intelligence, change management and many other key capabilities for results oriented executives today.

This experiential program includes facilitator-led sessions, case studies, group and individual projects and key assessments. These assessments will provide the high potentials with transformative self-awareness and feedback on how they are perceived, how they have improved, what their key strengths are and how to maximize them to advance with intention and success.

This custom program can be tailored to your organization's unique and relevant needs. Time with key executives is also built into the program experience in order to discuss key and timely topics to the organization and its leaders. Focusing on your - attributes, mission, vision, values and strategic directions.

The over-arching goal is to stretch the thinking of the participants across the enterprise. The program will provide the organization with leaders whose potential has been elevated, leadership has been strengthened and who feel ready to take on the next level in your business and produce meaningful and transformative results.

## Program Flow

*Suggested modules and flow of the program content. Pre-Work Assessments sent out 4-6 weeks prior to program start date.*

### ORIENTATION

- Welcome & Introduction to the Program
- CEO Remarks and Q & A  
Mission, Vision, Values, Importance of Leadership Development, Strategic Direction, Culture, Etc.
- Program Goal Setting
- Individual Introductions of Participants

### SESSION 1

#### DAY 1 - Fostering Leadership Qualities in Yourself and Others

- Understanding Your Organization's Working Themes, Purpose & Environment
- Understanding Yourself with Your Organization
- Roles & Responsibilities
- Critical Factors of Success and Failure
- Leadership Challenge/Solution
- Leadership Ethics
- Unconscious Bias and Impact
- Introduction of Capstone Project
- Definition of Power
- Definition of Leadership / 21st Century Leadership

#### DAY 2 - Leading Strategically

- Roles and Responsibilities of Strategic Leadership
- Critical Factors of Success and Failure
- Anticipating the Longer Term Impacts
- Framing Strategy
- Thinking Strategically and Systematically
- Planning for Change
- Leading a Values-Based Culture / Identifying Your Values
- Influencing Organization Culture

### SESSION 2

#### DAY 3 - Leading Teams

- Team Dynamics
- Leading with Emotional Intelligence: Raising Your EQ
- Influencing Others to Achieve Results
- Increasing Team Engagement
- Roles of Coaching Diverse Teams
- Collaborative Leadership

#### DAY 4 - Leading Change

- Effective Decisions for Organizational Change
- Change Models
- Building Shared Vision
- Building Networks for Success
- Strategic Experimentation
- Assessing Change Readiness
- Decision Making Fatigue
- Resiliency

### SESSION 3

#### DAY 5 & 6 - Negotiating

- Types of Negotiations & Handling Tactics
- The Art of Listening
- 8-Step Preparation Guide
- Learn When to Walk Away but Leave the Door Open
- Unconscious Bias and Impact

### SESSION 4

#### DAY 7 - Leadership Influence and Executive Presence

- Articulating Vision
- Understanding Your Brand
- Communicating with Presence
- Cultivating Your Network
- Leading Under Stress
- Knowing Your Leadership Mission
- Mindfulness Practices

#### DAY 8 - Leading into the Future

- Leading in a Global World – New
- Leadership Roadmap
- Your Individual Development Plan
- Real Solutions Discussion and/or Panel
- Celebrating Outcomes

## Objectives

- Recognize high potential performers whose next step is to be a Senior/Executive Leader
- Reinforce the organization's mission, vision, values, compliance and expectations as the individual moves upward
- Provide structured and unstructured experiences with the organization's key leaders
- Stretch thinking across the enterprise
- Explore and instill understanding and execution strategies surrounding negotiating, conflict management, change management, decision making and results orientation
- Further develop and hone the individual's influence and executive presence
- Develop the individual's leadership around competencies and practices that will also raise the performance of those they lead

## Method & Format

- 3 Hour Kickoff for Participants and Sponsors
- Up to 8 days of Face-to-Face, Experiential Instruction
- 2 Hours of Individual Coaching per participant
  - Optional add-on of group or individual coaching sessions
- Small Team Meetings in between sessions

## Sample Assessments & Learning Tools

- Emotional Intelligence
- Ethics Inventory
- Value Match
- 360° Assessment