



Emerging Leaders Program

Investing in the Future

Developing a strong and healthy leadership pipeline starts with your first-time supervisors, managers and new leaders, and is critical to the success of your organization's business strategy.

Are you investing enough in the largest population of leaders – entry- and first-level frontline managers – many of whom have never managed before? According to a CareerBuilder Survey, almost 60% of new leaders receive no training when they get promoted into their first leadership position.¹

Emerging or high-potential leaders are just starting out on their leadership journey. The role of the emerging leader and the first-level leader has always been a challenge. *People skills typically account for 80 percent of success in this role. Yet many of these people are promoted because of their clinical and technical capabilities.* Both new and experienced first-level leaders can struggle when it comes to excelling at leading teams in today's workplace.

- Emerging leaders need to learn more about being a leader
- New team leaders need the foundations of leadership
- Front-line leaders need to be equipped with basic skills and tools

NATCO recognizes the challenges that organizations in our community have in meeting the training and development needs of the talented front-line staff and

future leaders in our Organ Procurement Organizations, Hospitals, and Transplant Programs. That is why we have partnered with FranklinCovey, a recognized, world leader in helping organizations achieve results that require lasting changes in human behavior.

For more than 30 years, FranklinCovey has been the world leader in providing content, tools, methodology, and training in leadership, execution, productivity, trust, and education.



The creation of this Emerging Leaders Program was designed to combine the proven leadership solutions designed by FranklinCovey with the trusted educational solutions provided by NATCO. It was specifically designed to establish new mindsets and build new skillsets using proven applications and principle-centered content.

The success of the Emerging Leaders Program is based on a commitment from the individual participant and the participant's supervisor or manager. The program calls for a collaboration between the program facilitators and the participant and the supervisor/manager over a period of one year.



The Program Timeline:



Emerging Leaders Program

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- ◆ Month 1-2
 - Consult with supervisor/manager
 - Identify challenges
 - Individual assessments
 - Virtual Kick-off Meeting

- ◆ Month 3
 - In-person Workshop with all participants (4 day on site workshop)
 - The 5 Choices to Extraordinary Productivity:
 - Participants learn to make high-value decisions using time-management skills of decision, attention, and energy management combined with powerful planning processes.
 - The 6 Critical Practices for Leading a Team:
 - 1. Developing a Leader's Mindset
 - 2. Engaging team members
 - 3. Setting up the team to get results
 - 4. Creating a Culture of Feedback
 - 5. Leading a Team through Change
 - 6. Managing Time and Energy
 - Case Studies and Challenges in the OPO/Hospital environments

- ◆ Month 4
 - On-line resources including documents, readings, and webinars (includes topics such as Conflict Management, Writing for Results, Effective Communication)
 - Consult with facilitators and supervisor/manager

- ◆ Month 5-7
 - Virtual Workshop: 3-90 minute Virtual Sessions, one per month: Project Management
 - Helps participants complete projects by implementing a disciplined process and mastering informal authority when collaborating with others. Teaches a process to complete projects on time and within budget, as well as the foundational behaviors required to work with a team.

- ◆ Month 8-9
 - On-line resources including documents, readings, and webinars, (includes topics such as Leading Effective Meetings, Business Fundamentals)
 - Consult with facilitators and supervisor/manager

- ◆ Month 10
 - In-person Workshop with all participants (4 day on site workshop)
 - 4 Essential Roles of Leadership
 - Leading at the Speed of Trust
 - Case Studies in the OPO/Hospital environments

- ◆ Month 11-12
 - On-line resources including documents, readings, and webinars (includes Unconscious Bias, 3-part, on-demand workshop)
 - Final consult with facilitators and supervisor/manager

Program applications should be submitted online by December 15, 2020. All applicants will be notified of acceptance by December 31, 2020. Upon acceptance of enrollment, commitment forms will be signed by the applicant and the applicant's supervisor/manager. Individual assessments will begin immediately following receipt of commitment forms.

Program Fees

Program registration fees are \$3,800 per NATCO member, \$4,000 per non-member. The program takes place over one year and includes:

- Individual assessments
- Facilitator consultations throughout the year
- All Workshop materials
- Online supplemental resources throughout the year (required)
- 2 Face to Face Workshops (required):
 - Breakfast and lunch included each day
 - Welcome reception dinner at first workshop
 - Travel and lodging extra
- 1 Virtual Workshop (required)
- Final assessment

For more information please contact Donna Dickt at donnad@natco1.org or 703-483-9817.



¹ <http://www.careerbuilder.com/share/aboutus/pressreleasesdetail.aspx?id=pr626&sd=3%2F28%2F2011&ed=12%2F31%2F2011>