



NATCO

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.

I am a better leader for intentionally making time, which yes is hard as a leader, to invest in myself and my personal growth. The most impactful components for me were the course Leading at the Speed of Trust and the 1:1 coaching calls. Leading at the Speed of Trust was a dynamic and tangible way to breakdown, understand, and build upon or restore trust. The cards and real-life scenario discussions we had as a group brought these concepts to life and the app keeps me mindful and in action, weekly, following the course. The whole thing was really, so good! The coaching calls are a way to be held accountable for growth as a leader as well as a safe place to troubleshoot challenges. Stronger leaders translate to stronger teams; I am thankful I had the opportunity. ~Julie Duncan

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. *What makes the NATCO program unique is our one-on-one consultations with every participant.*

This is the best leadership training program with individualized coaching I have attended. I would recommend it to not only new managers, but also all individuals in management who want to improve their leadership skills and become a 21st-century leader. I really appreciated the countless individualized coaching sessions! ~ Bich Lieu Duong



Past Program Attendees

LifeShare Oklahoma – 7 attendees

Organ Recovery Systems – 5 attendees

Iowa Donor Network – 5 attendees

Legacy of Hope – 4 attendees

Nevada Donor Network – 3 attendees

Keck Medicine USC – 2 attendees

CareDx – 1 attendee

Methodist Specialty & Transplant Hospital – 1 attendee

OurLegacy – 1 attendee

New York Presbyterian Hospital – 2 attendee

University of Iowa Hospitals – 1 attendee

Loma Linda University – Transplant Institute – 1 attendee

Pacific NW Transplant – 1 attendee

UT Health San Antonio (Transplant) – 1 attendee

DonorConnect – 1 attendee

Providence Sacred Heart Pancreas and Kidney Transplant – 1 attendee

UW Organ and Tissue Donation – 1 attendee

The Program Timeline:



Emerging Leaders Program *Investing in the Future*

- ◆ January
 - Consult with supervisor/manager
 - Identify challenges
 - Individual assessments
- ◆ February
 - Virtual Kick-off Meeting
- ◆ March
 - **In-Person Workshop with all participants**
 - **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 Critical Practices for Leading a Team:**
 - Developing a Leader's Mindset
 - Engaging team members
 - Setting up the team to get results
 - Creating a Culture of Feedback
- ◆ April
 - Consult with facilitators and supervisor/manager
- ◆ May
 - On-line resources including documents, readings, and webinars (includes resources from Jhana)
 - Consult with facilitators and supervisor/manager
- ◆ June
 - **Virtual Workshop: 3-90 minute Virtual Sessions, Project Management for the Unofficial Project Manager**
 - 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.
- ◆ July - August
 - On-line resources including documents, readings, and webinars, (includes resources from Jhana)
 - Consult with facilitators and supervisor/manager
- ◆ September
 - **In-person Workshop with all participants (4 day on-site workshop)**
 - **Leading at the Speed of Trust**
 - **Change: How to Turn Uncertainty Into Opportunity**
- ◆ October
 - On-Demand Workshop: **4 Essential Roles of Leadership** (8 hours)
- ◆ November
 - On-Demand Workshop: **Unconscious Bias**
- ◆ December
 - Final consult with facilitators and supervisor/manager

Program applications should be submitted online by December 15, 2023. All applicants will be notified of acceptance by December 31, 2023. Upon acceptance of enrollment, *commitment forms will be signed by the applicant and the applicant's supervisor/manager.*

Program Fees

Program registration fees are \$4,200 per NATCO member, \$4,500 per non-member. The program takes place over one year and includes:

- Individual assessments
- Facilitator consultations throughout the year, frequency TBD with participant
- All Workshop materials
- Online supplemental resources throughout the year (required)
- 2 Face to Face Workshops (required):
 - Breakfast and lunch included each day
 - Networking Dinner *hosted by NATCO*
 - Travel and lodging extra
- 3 On-Demand Workshops (required)
- Final assessment and consultation

Submit application *after* obtaining supervisor approval. [Apply Here](#)

For more information, please contact Donna Dickt at donnad@natco1.org or Karen Libs at karenl@natco1.org.



The Organization for Donation and Transplant Professionals

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