

Emerging Leaders Experience

Building leaders that drive performance

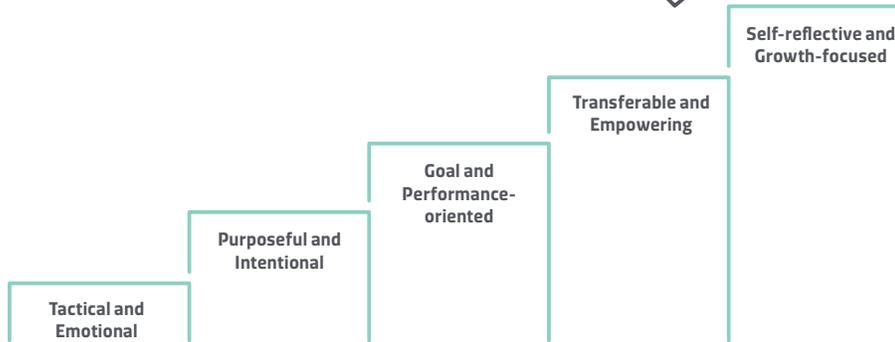


Let Us Demystify Leadership for You

Leadership development can be challenging because everyone claims to know it; however, research tells us there are fundamentals of leadership that never change.

Based upon reliable research and over a decade of organizational expertise, Transcend provides focused leadership development comprised of these fundamentals.

LEADERSHIP IS ...



Tactical and Emotional: Leadership is both a science and an art. It is a delicate balance between driving performance and practicing people skills.

Purposeful and Intentional: Leaders execute with purpose and intentionality. They expertly manage the strategic vision of the Organization, as well as, the day-to-day needs.

Goal and Performance-oriented: Leaders have a clear plan. They set goals and expectations, and clearly communicate them to others.

Transferable and Empowering: Leaders empower others to lead by providing their people with the tools and skills needed to be the “CEOs” of their roles.

Self-reflective and Growth-focused: Leaders become better by developing and consistently implementing the skills needed to grow. Leaders committed to continuous growth will realize their full leadership potential and increase performance.

Transcend has worked alongside executives within organizations for over a decade to provide leadership development that is relevant, enduring and embedded within the Organization. Transcend’s Emerging Leaders Experience empowers leaders to discover and embrace their full potential through self-reflective, relational and tactical approaches to leadership development.

As an organization investing in Talent Development, you have a choice to provide your leaders with a learning experience that prepares them to lead with a variety of practical, performance-based tools and resources that guide them through the daily opportunities of leadership.



Transformation Begins at the Top

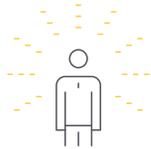
Through the Emerging Leaders Experience your leaders will be engaged in an immersive learning experience that creates a common leadership mindset, accelerates leadership development, and strengthens a culture of support and helpfulness, leading to improved organizational performance.

With the Emerging Leaders Experience, you can expect:



Engagement

Intentional and interactive space for leaders to engage in purposeful dialogue and activities focused on being a leader in thought and action.



Growth

Research-based leadership concepts, delivered by organizational performance experts, practiced real-time to transform leadership potential.



Performance

Practical tools and resources expertly designed to strengthen alignment, empowerment, collaboration, and accountability within the Organization.

An Experience Set-up for Success

- 1 Step-wise model**

The Emerging Leaders Experience is comprised of four learning experiences that build upon one another to maximize knowledge and engagement.
- 2 Predictable cadence**

Each of the four learning experiences is delivered at 4-6-week intervals. Participants have time to implement new mindsets, behaviors, tools and strategies on-the-job.
- 3 Interactive facilitation**

Organizational performance experts deliver short chunks of information followed by intentional discussion, practice and physical interaction. The physical space is designed to encourage dialogue and connection.
- 4 Rooted in real-life experiences**

Participants draw on their own professional experiences to actively connect key concepts to their unique talents and leadership role. Examples from Transcend's tenure within organizations provide unique insights to practically apply new concepts.
- 5 Reflective, Tactical, & Relational Tools**

Participants receive real-time, strategic tools and resources focused on amplifying the performance of the holistic leader.
- 6 Built to maximize learning**

During each learning experience, participants practice using the tools provided real-time. Between learning experiences, participants participate in structured Professional Learning Communities (PLCs) to debrief their real-life practice and gain additional knowledge through social learning.
- 7 Continuation of learning**

Approximately one month after Learning Experience 4, a follow-up webinar is held to review concepts and continue the focus on leadership practices outside of the formal learning setting.
- 8 Program debrief**

Approximately one month after Learning Experience 4, Transcend meets with program sponsors to discuss program wins, challenges and next steps.
- 9 Efficacy evaluated**

Feedback and impact survey data is gathered and analyzed to measure the growth of your leaders and their application of leadership concepts within their roles. An evaluation of the data is provided to sponsors for review.



THE STORY YOU'LL GET TO TELL.

HIGH PERFORMING ORGANIZATIONS

make developing the next generation of leaders a priority.

CHALLENGE 1:

More money is spent on leadership development than any other area of learning,

BUT ONLY 19%

of programs are viewed as relevant to the everyday issues leaders face.

83% of organizations agree it is vital to develop leaders at all levels

BUT ONLY 5%

of companies have fully implemented leadership development at every level.

RESEARCH SAYS:

a relevant leadership development program must have:

- 1 Topics relevant to leader's direct responsibilities.
- 2 Learning that extends beyond the training session.
- 3 Development experiences that are personalized.
- 4 Mentoring and coaching that are emphasized.

OUR SOLUTION:

98%

of participants find the **Emerging Leaders Experience**
RELEVANT TO THEIR EVERYDAY JOBS

HERE'S WHAT ELSE THEY HAVE TO SAY...

“ These experiences **focus on best practices** by providing hands-on learning along with practical resources and tools.”

“ Through this process **I'm becoming a stronger leader**; having the tough conversations where needed, but also providing opportunities for my team to be empowered.”

“ These experiences **clarify a leader's role** and offer the opportunity to practice being a great leader.”

“

This process, and my PLC, has forced me to think more about mentoring and leading rather than doing and directing.

”



CHALLENGE 2:

#1

skill gap perceived by CEOs is
LEADERSHIP SKILLS.

84%

of businesses expect to encounter a
leadership shortfall within the
NEXT 5 YEARS.

“

I have taken many classes on Leadership. None have been more inspiring, uplifting, and life-changing as these learning experiences.

”

RESEARCH SAYS:

The top 9% of all leaders excel at:



RESULTS	PEOPLE
1 Communicate a clear strategy	Engage the team in the vision
2 Create ways to recognize others and be recognized by others	Use recognition to inspire and motivate their teams.
3 Collaboratively establish stretch goals	Raise the bar, make people feel valued
4 Increase productivity, business outcomes, and loyalty	Demonstrate high integrity and walk the walk
5 Develop others to elevate performance	Engage people in their work
6 Seek and give feedback in meaningful ways	Promote a culture of strength-based feedback

OUR SOLUTION:

The Emerging Leaders Experience INCORPORATES ALL SIX RESULTS AND PEOPLE SKILLS.



100%

of leaders identified an increase in leadership skills overall.



72%

increase in leadership confidence overall



72%

increase in leadership competence overall



22%

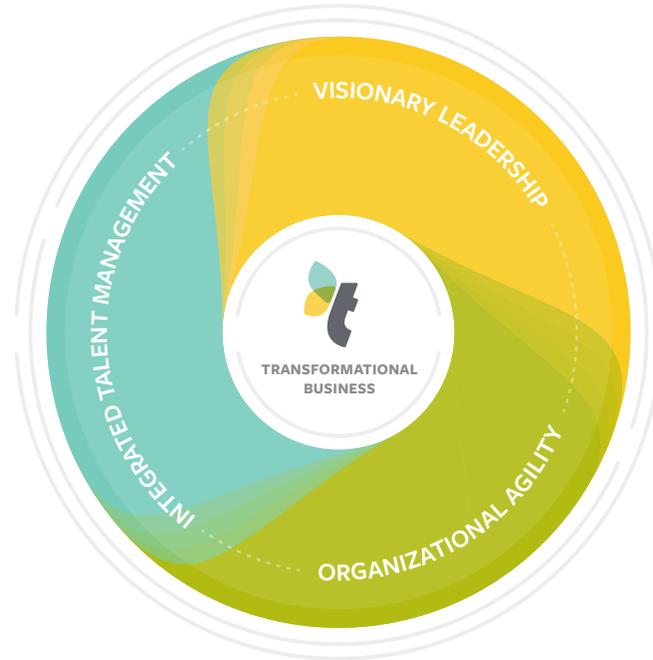
increase in knowledge about leadership overall



47%

increase in leadership engagement overall

Start with Leadership and Begin Your Organization's Transformation



We partner with organizations committed to transforming into elite industry leaders. Transcend's comprehensive organization-wide approach elevates all three areas of transformation to unlock a new trajectory of success and sustainability in your business. Our unrivaled, data-driven, people-first approach to growth is embedded from the first comprehensive assessment to the last impact driven implementation. We can help you flip the success probability; positioning your company as the elite organization within your industry.

Transformational businesses are as prepared for the challenges of today as they are to exceed the demands of the future.

The goal of every organization is to align investments, assets and efforts to deliver profit and value. Occasionally a rare organization emerges that dominates a market, secures competitive advantage and singlehandedly transforms the direction of an industry. Elevation to an elite organization begins with a commitment to growth in three researched-based and transformational areas of organizational performance.



Visionary Leadership

With an organization-first mindset, visionary leaders bring a compelling vision to life by engaging everyone in the strategy and maximizing board expertise.



Integrated Talent Management

Put motivated people, with the right skills, in the right places to fuel your vision.



Organizational Agility

Purposeful collaboration, organizational design, and progressive change management embed agility into the DNA of your organization.

How does Transcend's leadership experience fit into the transformation equation?

The Emerging Leaders Experience directly and effectively increases the skillset of the leaders driving the future of your organization. Through our intentionally designed program, your leaders are infused with the right knowledge, skills, and tools to create the most meaningful impact on your talent and drive organizational agility. A new level of performance becomes possible as your leaders are forever changed through this program. Your transformation is our inspiration and fuel.

We're ready. Are you?



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