



Building leaders who drive performance

Let Us Demystify Leadership for You



Leadership development is challenging because everyone claims to have a new method or trend setting approach. However, research shows that there are foundational competencies of leadership that never change.

Based upon reliable research and over a decade of organizational expertise, **Transcend provides focused leadership development** comprised of the following **foundational competencies**.



transcend

FOUNDATIONAL COMPETENCIES

INSPIRES PURPOSE

Creates, leverages, and stimulates purpose within themselves, their people, and their teams.

HONORS VALUES

Knows that values shape perspectives and drives behaviors and seeks to align values within themselves, key people, and their teams.

CREATES AND ACHIEVES GOALS

Sets clear inspirational goals for themselves, their people, and their teams that create urgency, resulting in an engaged and motivated workforce.

PROMOTES MINDFULNESS

Has a heightened awareness of their perceptions, emotions, intentions, and the environment to guide decisions while coaching and encouraging mindfulness practices with their people and teams.

SETS CLEAR EXPECTATIONS

Leads by example and intentionally creates and supports processes and tools that are catalysts for innovation and performance while nourishing a positive and healthy culture.

FOSTERS ENGAGEMENT

Creates safe and courageous environments that promote risk-taking, vulnerability, empathy, and integrity. Intentionally embraces challenges and builds connections that fuel engagement, empowerment, and growth.

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.

“

Insightful, intentional, and a must for anyone either already in a leadership position or aspiring to be in one.

”

OVERCOME CHALLENGES

and become a
HIGH PERFORMING ORGANIZATION.

CHALLENGE

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.

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.”

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.

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

CHALLENGE

#1 SKILL GAP perceived by CEOs is **LEADERSHIP SKILLS.**

84% OF BUSINESSES expect to encounter a leadership shortfall within the **NEXT 5 YEARS.**

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 your 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



22% increase in knowledge about leadership overall



72% increase in leadership competence overall



47% increase in leadership engagement overall

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

THE TRANSCEND LEADERSHIP MODEL



The Transformational Leadership Model is based upon the everlasting traits of great leaders. To be truly transformational and make a significant impact on their teams and organizations, leaders need to embody each of the three tenets of leadership – Crystallize a Compelling Future, Act with Unrivaled Intention, and Cultivate Dynamic Relationships. These tenets interact with the three realms of influence – Leading Self, Leading People, and Leading Teams – to bring intentional, future-focused, and people-centered leadership to life.

Throughout the Emerging Leaders Experience, we use this philosophy to help leaders monitor their own leadership behaviors and make more developed leadership choices every day.

TRANSFORMATIONAL LEADERSHIP IN ACTION

1 CRYSTALLIZE A COMPELLING FUTURE

All great leaders define a future that is overwhelmingly inspiring. They paint a picture of the future that people can't take their eyes off of; a vision that compels their people to act. To do this, leaders are equipped to embrace the following essential characteristics within each realm of influence:

- Inspire purpose
- Honor values
- Create goals

2 ACT WITH UNRIVALED INTENTION

Additionally, all great leaders act with a well-designed plan and purpose that is unequalled to others. They intentionally act upon a plan that is uniquely theirs and set the organization apart from the rest of the competition. To embody Tenet 2, leaders must display the following critical characteristics within each realm of influence:

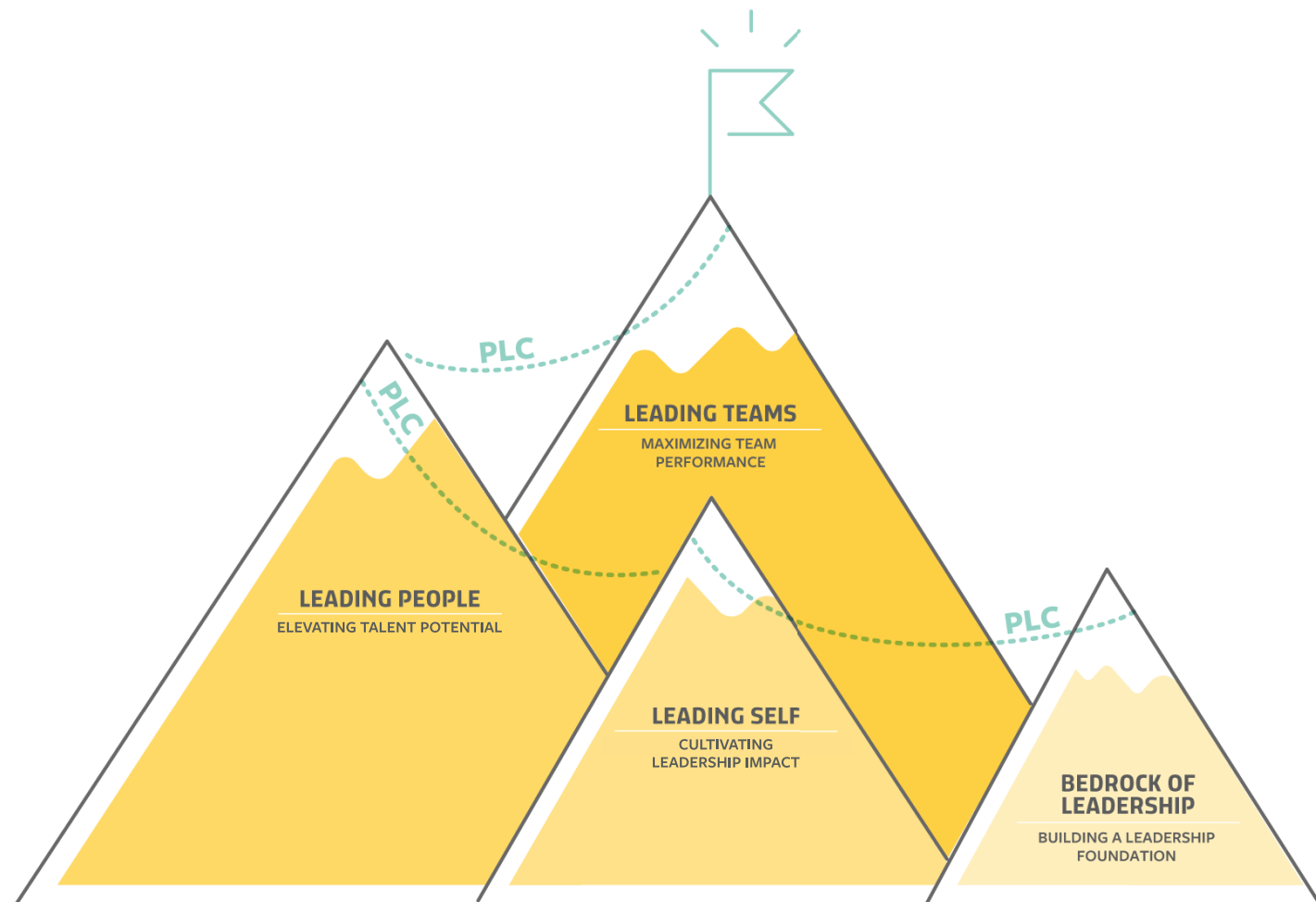
- Promote mindfulness
- Set clear expectations

3 CULTIVATE DYNAMIC RELATIONSHIPS

Finally, a transformational leader works hard to pursue lasting and meaningful relationships with direct reports, peers, and senior leaders. They engage in new ideas and energize others towards a common purpose, even in the midst of challenge. They use positivity as a multiplier within their area of influence to build trust and propel the organization forward. In order to do this, great leaders exemplify the following crucial characteristics within each realm of influence:

- Develop trust
- Proactively engage

BUILDING A FOUNDATION THAT LASTS



The four learning experiences that comprise the Emerging Leaders Experience focus on the **six critical competencies** that make up an effective leader's toolbox.

Your leader is then prepared to expertly apply these skills to the Organization's current needs and use them to strategically plan for the Organization's future.

- Your leaders are given a common language and philosophy about leadership and master the central tenets of effective leadership competencies.
- Self-reflection practices, personal goal-setting, and vision-casting help your leader develop a personal leadership brand that sets them apart.
- Individual team member performance is stimulated by utilizing strategies and tools to inspire and motivate.
- Team dynamics are maximized through the implementation of tried and true performance-enhancing strategies.

Let's take a deeper look
into each
**LEARNING
EXPERIENCE!**

BUILDING A LEADERSHIP FOUNDATION

The Bedrock of Leadership is designed for your leaders to take personal ownership of their leadership growth by applying the everlasting tenets of leadership and realms of influence. Your leaders will gain access to their full leadership potential by discovering new mindsets and behaviors. Engagement with leadership peers is enhanced through a common leadership language and philosophy.

Leadership Takeaways

Through the **Bedrock of Leadership**, your leaders will:

- Establish personal ownership of research-based and organizationally relevant leadership tenets outlined through the Emerging Leaders Experience.
- Examine and apply research-based characteristics of everlasting and exemplary leadership to their own leadership.
- Increase their practical understanding of leadership foundations through interactive dialogue and idea exchange.
- Uncover their personal leadership strengths and blind spots.
- Become motivated and inspired to fulfill their leadership potential.

“ This course is an excellent, must-have foundation. Very helpful in terms of leveling up your leadership skills and providing insights you may not have thought about.



LEADING SELF – CULTIVATING LEADERSHIP IMPACT

Leading Self is designed to take your leader on a journey of self-discovery to crystallize their understanding of effective leadership and personalize their vision of leadership excellence. Through this personal leadership exploration, your leaders begin to authentically uncover their current leadership impact, desired leadership state and practice highly-effective leadership tools.

Leadership Takeaways

Through **Leading Self**, your leaders will:

- Establish leadership purpose and create an actionable, compelling future statement to guide the leadership journey and maintain a personal leadership brand.
- Discover leadership values and align them with behaviors and mindsets.
- Create personal leadership goals as a roadmap to leadership success.
- Evaluate personal leadership habits and routines to provide insight into areas of performance improvement.
- Practice introspective leadership techniques to increase the consistency of positive leadership behaviors.

“ This was a great learning experience that helped me be more self-aware. I learned a lot about what I want to accomplish in the future and my current leadership state. The tools provided are a great start to make a change and grow personally and as a leader.



Practical Tools for Everyday Leadership



REFLECTIVE

- **Transcend Mindfulness Model**
Master awareness to make great leadership decisions.
- **Transcend Cycle of Inspiration**
Unlock the leader's Why and brings it to life through this motivational model.
- **The Science of Fulfillment**
Build awareness of where leaders have the greatest influence over life satisfaction.



TACTICAL

- **Emerging Leaders Experience**
Demystify leadership through an everlasting leadership approach.
- **Effective Goal Setting**
Set goals to create behavior change.
- **SMART Goals**
Make success tangible through this effective goal-setting technique.



RELATIONAL

- **Leveraging Expectations Model**
Set clear and rigorous expectations to optimize potential.
- **Psychological Leadership**
Understand human thoughts, emotions and behavior to maximize leadership capacity.
- **The Power of Positivity Model**
Evoke consistent positive emotions by manifesting a solution-focused mindset.

Practical Tools for Everyday Leadership



REFLECTIVE

- **Discovering Your Best Self**
Learn to trust the wisdom inside all of us.
- **Transcend Mindfulness Exploration**
Deepen awareness to understand the leader's true motivators.
- **Internal Dialogue Discovery**
Uncover internal messaging to understand the leader's mental habits.



TACTICAL

- **Mindfulness Plan**
Take control of life through intentional decision-making.
- **Compelling Future Statement**
Crystallize the leader's purpose, values, and goals.



RELATIONAL

- **Weakening Our Saboteur**
Silence negative self-talk to create the best relationship with self.

LEADING PEOPLE – ELEVATING TALENT POTENTIAL

Leading People is designed to help your leaders identify actionable commitments that foster a courageous space for transparent feedback and elevate talent potential to drive execution and accelerate individual talent performance. Through this experience, your leaders will redefine how to intentionally grow and influence the business through the intentional development of talent.

Leadership Takeaways

Through **Leading People**, your leaders will:

- Practice mindsets and behaviors to develop trust, increase engagement, and improve performance in their people.
- Acquire tools to foster a safe and courageous space for transparent feedback in their one-on-ones.
- Assess the health and performance of key business relationships and plan to positively impact them.
- Identify actionable commitments to accelerate the performance of their people.

“

This learning experience invites you to reflect on the way you’re leading your teams. It serves as a self-assessment and provides tools to enhance your leadership skills, while in a one-on-one relationship with your direct reports.



LEADING TEAMS – MAXIMIZING TEAM PERFORMANCE

Leading Teams is designed to help your leaders examine the process of maximizing human talent, within functional groups and cross-collaborative teams, to elevate business opportunities and outcomes. Your leaders will understand how to leverage teams to drive large-scale change and be the catalyst for complex business execution.

Leadership Takeaways

Through **Leading Teams**, your leaders will:

- Cultivate team trust and co-create behavioral norms by identifying team values.
- Assess current team dynamics to uncover opportunities for enhanced alignment, collaboration, empowerment and accountability.
- Develop aligned goals and expectations that allow their team members to thrive.
- Identify actionable commitments to accelerate their team’s performance.

“

This learning experience was insightful and provided valuable tools to be successful at leading your teams. Now it’s up to me to take advantage of them! I trust that if they’re well-implemented, they’ll reap great results in my development as a leader.



Practical Tools for Everyday Leadership



REFLECTIVE

- **Feedback Language**
How we communicate our messages are essential to building trust and connection.
- **Johari Window**
Understand the value of self-disclosure to encourage meaningful feedback.



TACTICAL

- **Monthly 1:1 Template**
Close the gap between talent’s perception and reality of performance.
- **Strategic Messaging**
Leaders clearly and concisely communicate the vision, values, and goals of the Organization through the lens of their people.
- **Individual Growth Plan**
Elevate talent’s performance by aligning individual and organizational goals.
- **Delegation Protocol**
Identify how to support individual’s team members to master their roles.



RELATIONAL

- **Intent vs. Impact Model**
Leaders gain awareness of their impact and other’s intentions for increased understanding.
- **SBIN Feedback Model**
Effectively communicate with talent regarding strengths and opportunities for development.
- **Relationships for Performance**
Develop intentional relationships that empower, guide and mentor to amplify results.

Practical Tools for Everyday Leadership



REFLECTIVE

- **Cycle of Performance**
Encourage leaders to emphasize the process of planning and debriefing to enhance successful execution.
- **Attributes of High-Performing Teams**
Build awareness of team strengths and opportunities for improvement.
- **ADKAR Model & Leading Complexities of Change**
Help elevate team performance by understanding how to lead in times of change.



TACTICAL

- **Communication Strategies & Tools**
Implement communication best practices to enhance understanding between the leader and their team.
- **Highly Effective Meetings**
Maximize meetings to energize and empower the team and deliver on business needs.
- **Empowered Decision-Making**
Align decision-making authority at the right level within the Organization to increase execution.



RELATIONAL

- **Develop a “We” Culture**
Infuse a culture of helpfulness and connectedness into the team to dramatically increase performance.
- **Empower RACI**
Effectively navigate the team through the stages of development.
- **Team Norm Setting**
Create alignment, accountability, and increased performance through co-developed team norms.



Embed Professional Learning Communities

Shared Learning and Leadership in Action

The most effective way to become a developed leader is to apply new skills within the everyday work environment. Engaging in the process of learning, applying, reflecting and refining will produce mastery in leadership. This is why the Emerging Leaders Experience engages leaders in Professional Learning Communities (PLCs) in between each learning experience.

A Professional Learning Community is used as a way to foster collaborative and social learning among colleagues within a specific work environment or industry. PLCs are a valuable resource to share experiences, ideas, challenges and suggestions through collective insights. They provide necessary accountability and support to create real change in your leader's behaviors and mindsets by transferring formal learning into everyday practice.

In weekly PLC groups, leaders share their implementation experience with other same-level leaders to take their learning even deeper. The Transcend PLC structure promotes the cycle of performance to plan, debrief, and execute, which directly correlates to highly effective leadership. The added benefit of PLCs is they expertly create a culture of learning, sharing and growing that builds long-lasting relationships cross-functionally within your organization.

Leadership Takeaways

Through PLCs, your leaders will:

- Create a trusting and courageous space for your leaders to thrive and practice new leadership skills with their peers.
- Practice and implement your leader's leadership skills and behaviors, track personal leadership progress and stay connected to the leadership content between sessions.
- Establish a cadence of accountability for your leader's new and developing behaviors to increase personal leadership outcomes.
- Promote a healthy and well-developed learning culture where your leaders and their co-workers learn from and encourage one another.

Your Leaders will Transform Knowledge into Action

Through the PLC process
leadership competence INCREASED 30% OVERALL

“ Transcend's Emerging Leaders Experience was truly inspirational. The program brought the fundamentals of alignment to life through various exercises and projects, which resonated with my middle management and helped them develop skill sets that they now use to lead their teams. The key to the program's success is that it develops leaders over time and embeds accountability between peers to build lasting comprehension. ”

Anthony De La Rosa
Executive Vice President, Residual Services
Entertainment Partners

PARTICIPANTS SAY THE FOLLOWING:

“Cadence of innovation — people working together within complex structures”

“Cohesive, inspired strategy”

“Increased efficiency and capacity”

“Inclusive and dynamic culture; integrated and cohesive colleague experience”

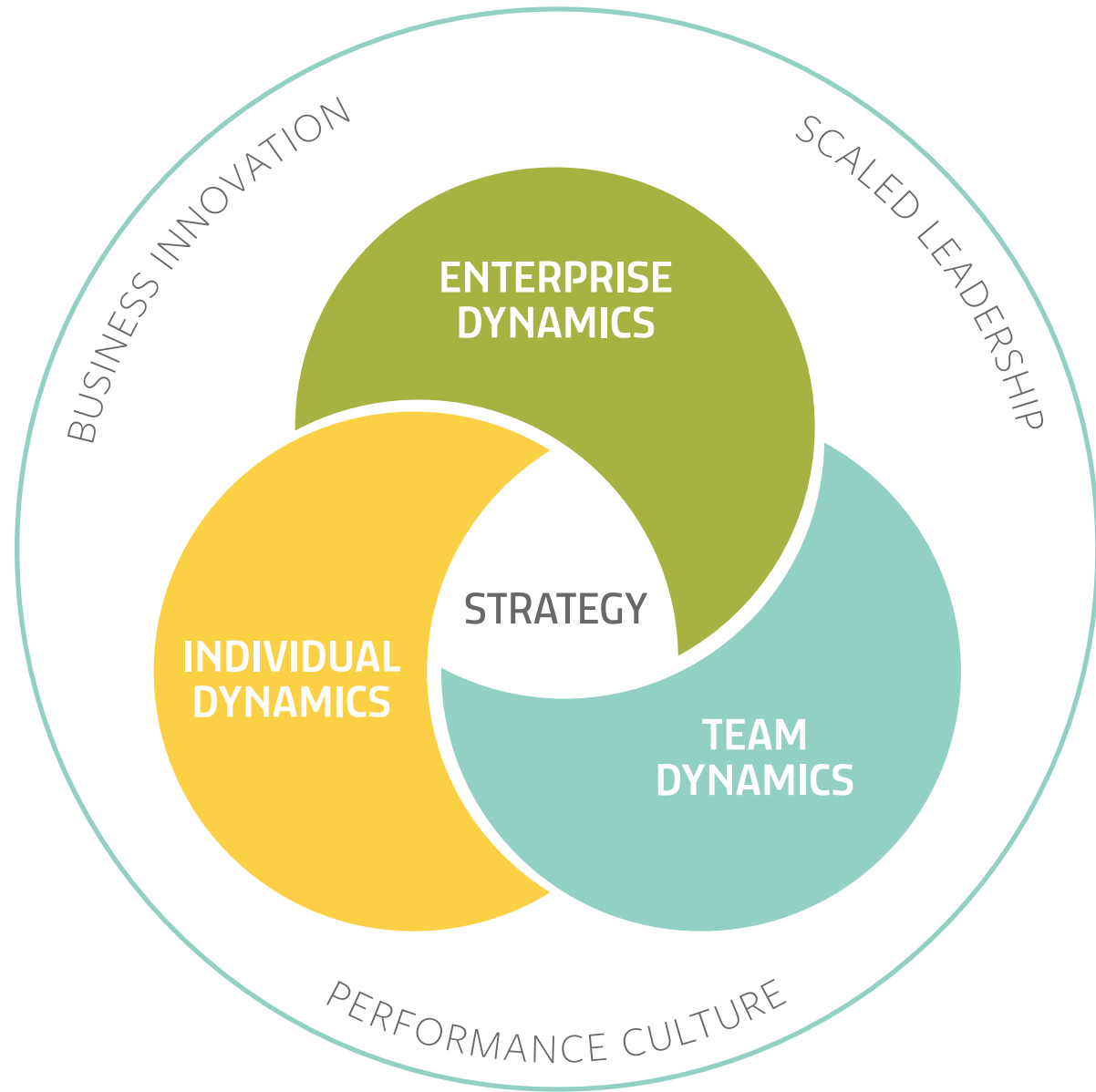
“Promotions, career advancement, increased performance”

“Increased engagement — up, down and across”

“Workforce alignment with increased retention and employee engagement”

“Fueled the innovation necessary to pivot our business model and reach more consumers than ever”

Your Organization's Transformation Begins with Strategy-Centered Leadership



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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.

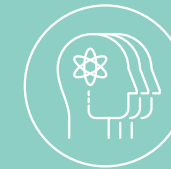
Transformational businesses are as prepared for the challenges of today as they are to exceed the demands of the future.

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 broad 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.

Schedule your kickoff meeting with us today!



Scan QR Code to get started



We activate transformation in companies
and the people who lead them.

www.transcendbusiness.com