

Promoting leaders from within organizations is smart - research suggests that leaders promoted from within a company have higher productivity gains than outside recruits. They know the culture, and they know the people within the organization. But mid-level managers are busy; our organizations are flatter, and we're asking more of mid-level management - the pool from which we may tap future senior leaders. **The key question is: If this is true, what are you doing to develop your future leaders?**

INTRODUCING AHA! LEADERSHIP - GROWTH GROUPS

What is a Growth Group?

This is a one year, high impact, cohort style training program that will expose your best and brightest leaders to proven leadership principles and leverage the experience of other high potential up-and-coming leaders from across Michigan.

WHO IS THIS PROGRAM DESIGNED FOR?

This program is designed for high-potential leaders (director level and above) you are excited to invest in. This is a great course for experienced leaders who are interested in personal growth, have a strong history of performance, a commitment to the company, and who would benefit from a broader perspective to take your company to the next level.

- To establish an atmosphere of trust and promote meaningful dialogue, enrollment will be kept to five to eight participants.
- We also recommend only one participant per company. This maintains confidentiality within the group and encourages collaboration.

WHAT ARE THE BENEFITS TO OUR COMPANY?

LEADERSHIP TRAINING WITH ACCOUNTABILITY

Each participant will identify three (3) key personal objectives and will be held accountable to achieve (Leader and Participant both engaged)

EXPOSURE/NETWORKING

Your leader will develop strong relationships with the best and brightest from other organizations, in various positions, from different industries. Short term, they will have a network of trusted colleagues at their fingertips. Long term, if fostered these relationships, will help provide perspective, expertise, and support for years to come.

RETAIN AND TRAIN KEY EMPLOYEES

So much training targets the front line and senior leaders in organizations. This program is designed to target the director level who is often overlooked in many training strategies. In fact, the main reason we are developing this program is that YOU have asked us for support in this area. By investing in these key leaders you send the message that they are important - resulting in overall retention.

SUCCESSION PLANNING AND CLOSING THE SENIOR LEADER TALENT GAP

Great leaders are hard to find and we can help you develop the next level of leaders so that they are ready to take on more responsibility as your organization grows.

PROVEN TRAINING BY A TRUSTED PARTNER

Our business is based on our passion for filling the world with leaders worth following. Based on word of mouth, we have grown 500% over the past 3 years and are committed to quality training that delivers results.

In fact, if you don't see results, we will be happy to give you a 100% refund, no questions asked.

WHAT TOPICS WILL THE TRAINING COVER?

- 1 Team Building – Understanding Your Leadership Impact
- 2 Leadership Agility – The Power of Emotional Intelligence
- 3 Communication is Key - Leading Others Through Change
- 4 Strategic Agility – Creating and Implementing Strategy
- 5 Creating a Culture of Accountability - Setting Clear Direction
- 6 Improving Execution – Setting Expectations and Delegating Effectively
- 7 Find Your Successor - Developing Next Level Leaders
- 8 Organizational Navigation - Leading Up/Down/Across Your Organization

HOW WILL THIS WORK?

Ideally, we would like to begin in Fall 2021, however, we are focused on the quality of the participants vs. the speed of getting the program launched.



- 8 Facilitated Half Day Sessions
- Morning
- 8:00 to 12:00 noon
- **In-Person - Southfield, MI**

WHAT DO YOU EXPECT FROM THE PARTICIPANTS?

1 COMMITMENT

Priority — This must be a priority for both the participant and the participant’s leader. As the saying goes, you only get out of it what you put into it, and if this is not a priority, it certainly can’t result in growth.

Homework Between Sessions — Leaders will be asked to complete pre-meeting assignments. This may include reading a book, taking an assessment or tracking how they applied the skills they learned.

Accountability Partners — We will ask each leader to have an accountability partner within the group. The goal is to have one other person on the team to hold you accountable for participation and engagement.

2 ENGAGEMENT

Aha! Leadership will provide focus on key topics designed to help the group grow, yet the magic happens when each of the participants is willing to share their strengths and challenges with the rest of the group.

We will encourage participants to interact and connect outside of our meeting time. Your leader will quickly realize that they have a network of trusted colleagues at their fingertips, however, each must be willing to “give to get”.

Each participant will identify two or three personal growth objectives that they would like to achieve during this training. It’s important that the participant gets input from their leader/internal sponsor and also provides periodic updates about their training experience.

3 CONFIDENTIALITY

We will encourage the leaders to share real world leadership challenges, therefore each participant will be asked to sign a confidentiality/NDA.

“This is an exceptional program and I highly recommend it! We have enrolled someone in each of the last 9 cohorts!”

- Larry Ott, CHRO Cooper Standard

WHO WILL BE FACILITATING THIS PROGRAM?



Candi Reyes
Lead Facilitator
Aha!Leadership Founder

Candice Reyes has a passion for helping others grow and develop. She has spent her life focused on this both professionally and personally. She is motivated by learning, change and identifying ways to have a positive impact with those she interacts with. She brings energy, experience, and willingness to challenge the status quo.

Professional experience: She has 23+ years' experience in Human Resources with a focus on leadership development and training. She has worked in multiple companies with a global focus throughout her career and held many leadership roles where she has had the opportunity to coach and mentor others. She believes a key to growth is willingness to learn, engaging in reflection and experimentation. In addition to leadership coaching and training she also teaches at Oakland University in the Human Resource Development program where she has been since 2007.

In her last leadership role, she led a global team focused on Talent Management. In that role she implemented a variety of leadership develop programs and initiatives with a focus on growing leadership bench strength.

HOW MUCH DOES IT COST?

- \$8900 per year
- Includes all materials and three assessments
- Optional 1-on-1 coaching \$3500 for four sessions

WHAT ARE THE NEXT STEPS?

CONTACT ROBYN MARCOTTE or STEPHANIE GIBBONS TO SIGN-UP

- Robyn@ahaleadership.com
- Stephanie@ahaleadership.com
- 248.882.2354
- 734.899.9326

ROBYN WILL CONTACT THE PARTICIPANT FOR ON-BOARDING

- Sharing overall expectations
- Helping the participant identify individual goals