

Emerging Leadership From Within

For the people you promote who are great at the work and still finding their feet as leaders.

WHAT YOU'RE SEEING

Someone on your team is great at the work, so you promote them.

A few months later, they're still doing the work, on top of leading, and they're tired. They avoid the hard conversation with the person who used to sit next to them. And they check with you on decisions you expected them to make on their own.

59.3%

of first-time managers named adjusting to people management and displaying authority as a top challenge¹

~60%

said they never received any training when they moved into their first leadership role¹

WHAT THE WORK FOCUSES ON

- 01 Having the hard conversation with a former peer.
- 02 Handing off work without needing to be the one who does it all.
- 03 Giving feedback early, before a problem turns into a crisis.
- 04 Making decisions at the level you promoted them to.

HOW IT WORKS

1

Conversation

It starts with a 15 to 30 minute Zoom conversation. If it's a match, I'll take the time to assess with you.

2

Orientation

Each leader is oriented before the work begins.

12

12 weeks

Built on SHIFT I.O.S., applied to the situations they're facing that week.

Q

Quarterly

Quarterly follow-up for the rest of the year, included.

LIMITED PILOT

\$3,000

per seat, 6 per cohort

After the pilots: \$5,000 per seat

Limited pilot. Up to three engagements at \$3,000 per seat, six per cohort. Pilots don't need a referral. After the pilots, \$5,000 per seat, six per cohort. Quarterly follow-up for the rest of the year is included at both. **Enterprise group pricing is available.**

Know someone who was just promoted?

After the pilots, every leader in this program is referred in by someone who sees what they're capable of. That's an honor, and it's where their commitment starts. If someone in your world is great at the work and still finding their feet as a leader, reply to me directly. For a pilot engagement, reply the same way.