

Take the Leap

How High-Potential Employees Prepare for First-Time Leadership

Help high-potential employees close the gap between potential and readiness — and prepare to lead before the promotion, not after.

LEVEL

Prepare to Lead

FORMAT

Full-Day Intensive

BEST FOR

Aspiring first-time leaders, high-potential employees, and the HR, talent-development, and succession teams preparing them

THE BUSINESS PROBLEM

Organizations promote high performers because they are dependable, technically strong, and trusted — but those strengths do not automatically prepare someone to carry leadership responsibility. The result is a predictable transition gap: the person who knew how to produce personally is suddenly expected to create clarity, build trust, develop people, and stay steady under pressure.

Take the Leap closes that gap before the promotion — giving aspiring first-time leaders a way to see what will change, assess where they are ready, mature what must grow, practice leadership before authority arrives, and build a 90-day runway with a sponsor.

BEST FOR

- ▶ Aspiring first-time leaders — identified as high-potential but not yet in a formal leadership role
- ▶ Reliable, capable, respected performers being considered for advancement
- ▶ Team leads and future supervisors stepping toward responsibility for people, not just tasks
- ▶ HR, talent-development, and succession teams — the primary buyer — preparing candidates before promotion

WHAT PARTICIPANTS WILL LEARN

- ▶ Receive leadership identification as an invitation to prepare — not proof of arrival
- ▶ Distinguish strong individual performance from leadership readiness, and mature the strengths that got them noticed
- ▶ Assess their readiness across the six dimensions of the Readiness Blueprint
- ▶ Begin the doer-to-developer shift — coaching and developing capability instead of rescuing
- ▶ Plan a readiness conversation with a sponsor and leave with a 90-day readiness plan

SIGNATURE FRAMEWORKS

- **The First-Time Leader Readiness Blueprint** — Anchor framework — makes readiness visible across six dimensions, from Motive and Self-Leadership to Conversation Capacity and Margin.
- **The Doer-to-Developer Shift** — Anchor framework — shift from personal execution and rescue to teaching, coaching, and developing capability.
- **Influence Without Authority** — The five foundations of trust that let you lead before the title: Character, Competence, Consistency, Contribution, and Care.
- **The Four Conversations of Leadership** — The conversations leadership is carried through: Clarity, Listening, Feedback, and Courage.
- **The 90-Day Readiness Runway** — A three-phase plan: Observe & Learn → Practice & Build Trust → Align & Prepare.

EXPECTED OUTCOMES

- ▶ Treat leadership identification as an invitation to prepare, not proof of arrival
- ▶ See readiness clearly across six dimensions before the promotion
- ▶ Mature the strengths that got them noticed instead of abandoning them
- ▶ Begin the shift from doer to developer — coaching instead of rescuing
- ▶ Leave with a 90-day readiness plan and a sponsor conversation scheduled

DELIVERY OPTIONS

- 90-minute leadership briefing
- Half-day workshop
- Full-day intensive
- Multi-week cohort
- Private team training

TAKE THE NEXT STEP

For individuals: Register for an upcoming public class.

For teams: Bring this program in-house as a private workshop or cohort.

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SCAN TO GET STARTED



Register



Train my team