**Leadership Level 2 Program**

**Level 2 Orientation Oct**

Cohort participants will be welcomed and have a chance to discuss Level 1 Program development action items and learning applications with the leadership development team. Participants will create an initial leadership development plan that will be implemented during the level two program. An overview of program level 2 and expectations will be provided. Participants will also have the opportunity to have their questions answered regarding ongoing learning and leadership development. (1hr)

**Leadership Group Coaching Process Monthly**

Cohort participants will be placed into peer coaching groups (4 members in each group). Groups will be determined based on diversity of participants including DiSC styles, departments/roles, gender, ethnicity, etc. Coaching groups will be led by the program leadership coach and will be scheduled monthly to support ongoing learning and development. (1.5hrs)

**Learning & Development Objectives**

* Reinforce individual and peer coaching learning activity objectives and the application of the learning to the work
* Peer-based leadership problem solving and feedforward to support each other’s success
* Enhance leadership effectiveness through coaching assignments and best practice sharing

**Personal Leadership Development Plan Learning Activities Ongoing**

Each leader will create a personal leadership development plan that includes development resources related to learning from others, learning from the education/classroom/training, and learning from experience (on the job assignments). Activities will be completed based on plan target dates and reviewed in the group coaching sessions.

**Peer Coaching Group Learning Activities/Modules Monthly**

Coaching groups will receive monthly leadership assignments that may include articles, pod casts, biz library course/activities, LinkedIn learning, Ted Talks, etc. to complete with their peer coaches prior to the leadership group coaching session. Content will be determined based on leader, coaching group, and organizational needs.

**Module 1: Integrating MVV into Your Leadership Work Oct**

The first module of level two of the leadership journey will focused on values-driven leadership and building organizational culture through a common mission, vision, and values (mvv). We work on the leaders’ role in integrating mvv into day-to-day operations to build a strong and cohesive organizational culture.

**Learning Objectives:**

* Personalize and integrate mvv into your leadership practices
* Bring mvv to “life” through modeling behaviors, attitudes, and language
* Integrate leadership and management practices that foster a values-driven culture of engagement for team members

**Module 2: Agile EQ – Leading with Emotional Intelligence Nov/Dec**

The Catalyst Platform’s Agile EQ reports will be generated and accessible to each leader. Agile EQ results will be the basis for the module’s learning content.

**Learning Objectives:**

* Understand the Agile EQ model and be able to adapt your mindset to improve results
* Enhance your emotional intelligence to improve your leadership effectiveness

**Level Completion Celebration Oct**

Participants will gather for an in-person celebration and ceremony for the completion of the inaugural segment of the leadership journey. Each participant will share their initial development/career plan and receive feedforward from their coaching group colleagues. (1hr)