



MID-LEVEL LEADERS

# LEADERSHIP DEVELOPMENT PROGRAM

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STRATEGIES FOR SUSTAINING  
GROWTH AND ADAPTABILITY







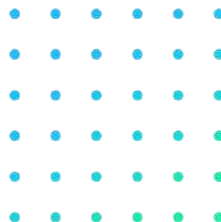


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# Unlocking Potential: The Importance of Leadership Development

Developing leaders is crucial not just for the growth of an organization, but also for its survival in the current business and global context. Mid-level leaders, who often serve as the bridge between strategic vision and operational execution, are central to driving change, managing dynamic teams, and achieving key organizational objectives. Leadership development programs tailored to these leaders do more than just sharpen skills; they foster a culture of innovation, enhance collaboration, and promote continuous improvement. These elements are crucial for organizations aiming to maintain a competitive edge and adapt to changing markets and technologies. By investing in the growth of mid-level leaders, companies ensure a robust pipeline of capable, forward-thinking managers who are equipped to navigate and lead through complexity and change.

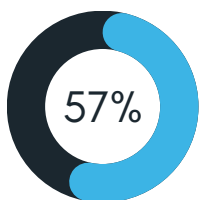
In fact, according to a study by Deloitte, **89% of executives worldwide cited leadership as a top priority for their organizations.**

This highlights the growing recognition of the importance of developing leaders in the business world. **Companies that invest in leadership development programs are more likely to see higher revenue growth**, as reported by McKinsey & Company.

**89%**  
**OF EXECUTIVES SAY**  
**LEADERSHIP**  
**IS A TOP PRIORITY**

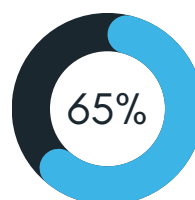
## Beyond Numbers: The Real Impact

By developing mid-level leaders, organizations can create a positive and productive work environment, foster innovation, and remain competitive in a constantly evolving business landscape.



### Increased Importance

According to Harvard Business Publishing, 57% of professionals surveyed view the development of middle management as a high or very high priority.



### Increased Profitability

The Center for Creative Leadership found that 65% of companies with strong leadership development programs report increased profitability.

## TTA's Approach To Leadership

At TTA, we firmly believe that leadership development is the key to organizational success. Our approach is grounded in **decades of experience** and the unparalleled expertise of our **network of industry leaders**. We understand that in today's dynamic business landscape, effective, transformative leadership is essential for long-term success and growth. That's why we have curated a comprehensive approach to leadership development that prioritizes the cultivation of the most essential skills required for success.

According to a recent study by Deloitte, organizations that **prioritize leadership development** are more likely to **outperform their competitors**.



We understand the challenges that companies face in developing strong leaders, as highlighted by the Deloitte study's finding that **71% of companies feel that their current leaders lack the necessary skills to lead** their organizations successfully in the future. That's why our approach is designed to address these challenges head-on and provide individuals with the skills they need to become effective, transformative leaders.

Through years of practice and learning, we have refined our approach to leadership development and created a program that delivers tangible results. Our clients have seen significant improvements in cash flow per employee and revenue growth. We are **committed to providing individuals with the tools they need to succeed** in today's fast-paced business environment, and we take pride in being a trusted partner in their journey towards transformative leadership.

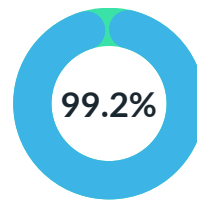
## TTA's Leadership Reach

With an expansive global footprint, TTA's leadership development program has been delivered in 47 countries to over 1.74 million participants, covering 12 languages. Our extensive network of 7,563 leadership facilitators and 1,335 trainers has executed 87,356 leadership projects, including programs for 23% of Fortune 500 companies. This broad reach and profound experience, combined with a 99.2% satisfaction rate, underscore our capability to equip leaders with the skills needed to excel and innovate in diverse and dynamic environments worldwide.



**87,356**

# of Leadership Development projects we've delivered



Satisfaction Rate



**7,563**

Leadership Facilitators in our Network



**1.74 Million**

Participants we've delivered it to



Delivered in **12** different languages



Delivered to **23%** of Fortune 500 Companies





## TTA's Unmatched Expertise

Our leadership development program is built on a foundation of real-world success and experience in cultivating leaders across a wide range of industries and organizational sizes. Understanding that effective leadership is key to any business's success, we've carefully designed a program that's both comprehensive and practical. It's aimed at enhancing leadership skills and unlocking the full potential of individuals who are ready to make a significant impact in their organizations.

### TTA's Differentiators



#### Talent Network:

Our network includes expert leadership development consultants and industry experts at your fingertips. We provide you with access to the best in the industry, enabling you to learn from the experts and gain valuable insights into the latest leadership trends and best practices.



#### Recognized Excellence:

Our commitment to creating impactful leaders has been acknowledged with seven consecutive years on the Training Industry Leadership Training Companies Watch List and 13 consecutive years as a Top Learning Services Company, among 80+ other accolades in learning and development. These awards are a testament to our innovative approaches, quality of our talent, and the tangible success achieved by organizations that partner with us for their leadership development needs.



#### Proven Impact:

The true measure of our program lies in its proven impact. Participants emerge as leaders who not only excel in their roles but drive meaningful change, contributing to higher performance levels, increased employee engagement, and organizational growth.

**30**

#### Leadership Legacy:

With 30 years of fine-tuning our approach to leadership development, we've mastered the intricacies of creating impactful leaders. Our longevity in the field is your assurance of receiving proven, time-tested strategies that deliver results.

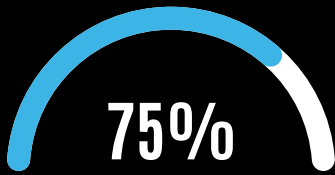


#### Project Management:

Our approach encompasses the entire leadership development journey, from initial planning to final execution, ensuring seamless project continuity. With dedicated project managers streamlining every step, we guarantee a transformative leadership growth experience that's both efficient and effective, allowing you to focus on the results.

## Transforming Potential into Excellence: Audience

Our Mid-Level Leadership Development Program is designed for managers who are deepening their leadership capabilities and preparing for more complex and strategic roles. Participants in this program bring a diverse array of characteristics, career stages, and aspirations that match the goals of enhancing and expanding mid-level leadership skills. This program supports managers as they refine their ability to lead effectively, navigate organizational dynamics, and drive impactful outcomes within their teams and the broader organization.



According to research by Deloitte, 75% of emerging leaders feel they lack sufficient leadership training and development opportunities within their organizations.

### Career Stages

- **Established Team Leaders:** Leaders who have been managing teams for several years and are recognized for their competence in operational leadership.
- **Project Managers:** Individuals who have successfully overseen projects from inception to completion and are looking to expand their leadership skills beyond project-based contexts.
- **Department Heads:** Leaders who are responsible for the strategic and operational success of a specific department within an organization.
- **Future Executives:** Mid-level leaders poised for promotion into executive roles, needing to refine high-level leadership skills like governance, stakeholder management, and strategic planning.

### Characteristics

- **Growth-Oriented Mindset:** Leaders who are proactive about their personal and professional development, constantly seeking new knowledge and skills.
- **Adaptability and Flexibility:** Individuals who can manage change effectively, adapting their leadership style to meet evolving team and organizational needs
- **Strong Interpersonal Skills:** Leaders who excel in communication and relationship-building, looking to enhance their influence and effectiveness across diverse teams.
- **Results-Driven:** Those who have demonstrated success in achieving organizational goals and are looking to enhance their ability to drive even greater results through advanced leadership techniques.

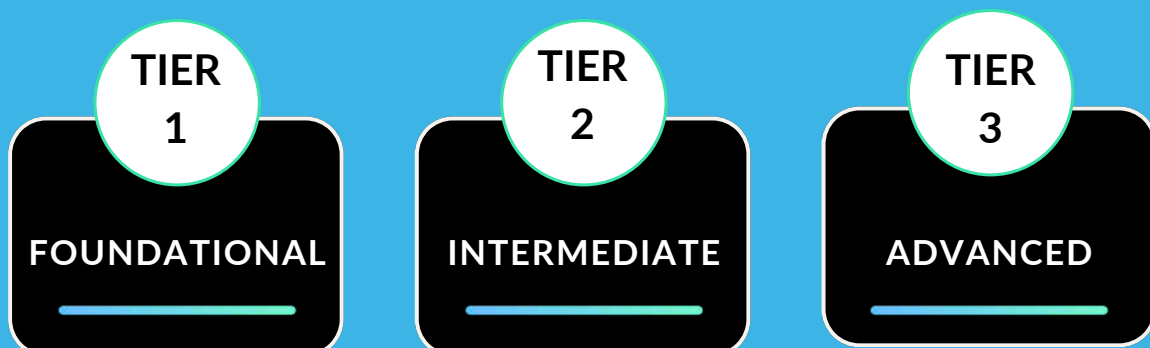
# PROGRAM OVERVIEW

Our Mid-Level Leader Development Program is crafted from deep insights gained from years of experience in cultivating leadership skills across various industries and organizational sizes. This tailored program is structured into three progressive tiers—Foundational, Intermediate, and Advanced—and each tier was thoughtfully designed to offer both required courses and electives. This structure provides a personalized learning journey, enabling each leader to build a robust foundation of essential skills and then progressively advance to complex leadership challenges.

The Foundational tier equips leaders with critical interpersonal and self-management skills, essential for effective leadership presence and influence. The Intermediate tier expands on these basics by introducing strategic skills needed for team development and enhanced communication. Finally, the Advanced tier focuses on high-level strategic thinking and resilience, preparing leaders for senior management roles and the ability to drive organizational change.

Designed to accommodate diverse learning preferences and busy schedules, our program offers flexibility in delivery with both virtual and in-person class options. This approach ensures that every leader, regardless of location or time constraints, can access and benefit from high-quality leadership training.

Our leadership development program serves as your bridge to leadership excellence, guiding mid-level leaders through a transformational journey that not only enhances their capabilities but also aligns with the strategic goals of your organization. This program not only elevates individual leaders, but also fortifies the leadership structure of your organization, ensuring sustained success and adaptability in an ever-evolving business landscape.







## TIER 1

### FOUNDATIONAL

#### Foundational Leadership Impact

The foundational tier of our Mid-Level Leadership Development Program is expertly designed to establish the core competencies required for impactful leadership. During this introductory phase, leaders explore the intricacies of leadership presence, improving their capacity to engage and instill confidence in their teams and stakeholders. This vital skill is further developed through courses in leading self and leading others, which concentrate on fostering self-awareness and the capability to effectively manage and motivate diverse teams.

Integral to this tier is the development of emotional intelligence, a key driver for leaders who excel in managing relationships and fostering a positive work environment. This skill is critical in understanding and navigating the emotional complexities of the workplace, enabling leaders to make informed, empathetic decisions.

Leadership influence and effective communication are also central to this tier, equipping participants with the strategies and skills necessary to persuade and lead effectively across all levels of an organization. These courses aim to refine a leader's ability to articulate visions, align their team towards common goals, and ensure that their message resonates clearly and effectively.

The foundational tier is designed not only to build essential leadership skills but also to lay the groundwork for advanced leadership development. By integrating these core classes, the program ensures that participants are well-prepared to elevate their leadership journey and ready to tackle more complex challenges in the intermediate and advanced tiers. This solid base is vital for any leader aspiring to thrive in a dynamic corporate environment and paves the way for continuous personal and professional growth.



## TIER 1

### FOUNDATIONAL

#### Objectives and Learning Outcomes:

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- **Develop Leadership Presence:** Gain the skills to project confidence and authority in a way that inspires trust and respect from colleagues and subordinates.
- **Enhance Self-Management and Team Leadership:** Learn to effectively manage one's own emotions and behaviors, while fostering a supportive and productive team environment.
- **Master Emotional Intelligence:** Understand and leverage emotional intelligence to improve interpersonal interactions and decision-making processes.
- **Understand Personality Styles:** Recognize and adapt to various personality styles to enhance team dynamics and improve communication effectiveness.
- **Strengthen Leadership Influence and Communication Skills:** Acquire advanced communication techniques to clearly convey ideas, influence others, and drive organizational objectives.
- **Cultivate Effective Conflict Resolution:** Develop abilities to manage and resolve conflicts constructively, maintaining team cohesion and productivity.
- **Build Foundational Decision-Making Skills:** Enhance decision-making capabilities with a focus on ethical considerations and strategic impact, supporting better outcomes for the team and organization.

By focusing on these foundational aspects, the program prepares participants to not only handle daily leadership challenges, but it also sets the stage for continued growth into more advanced leadership roles. This solid base is essential for any leader aspiring to thrive and make a significant impact in a dynamic corporate environment.

**TIER  
1**

## **FOUNDATIONAL**

### **Required Courses:**

- Effective Communication
- Emotional Intelligence
- Leadership Influence
- Leading With Executive Presence
- Leading the Way
- Personality Styles

### **Elective Courses:**

#### **Select Two**

- Awareness & Accountability
- Building Resilience
- Building Self-Reliance
- Effective Storytelling
- Difficult Conversations & Managing Conflict
- Effective Delegation
- Facilitating Effective Meetings
- The Art of Effective Feedback
- Team Synergy
- Time Management
- Work-Life Balance
- Working with Various Generations

## **Foundational Program Details**

Elevate your leadership journey with our foundational tier, specifically designed for mid-level leaders aiming to solidify their core leadership skills. As you navigate the complexities of managing and leading diverse teams, these classes equip you to lead with greater empathy and assertiveness. By mastering these foundational aspects, you will be prepared to influence and inspire your team effectively, setting the stage for advanced leadership roles and responsibilities.

### **Delivery Method**

Virtual or In-Person

### **Length of Program**

3-Full Day Sessions  
or  
6-Half Day Sessions

### **Materials**

Electronic Workbooks: Provided with each course registration  
or  
Physical Workbooks: Available at an additional cost upon request

### **Assessments**

Pre-Assessment and Post Assessment  
Provided





**TIER**  
**2**

**INTERMEDIATE**

### Elevate Leadership Impact

The intermediate tier of our Mid-Level Leadership Development Program is thoughtfully designed to build upon the foundational skills acquired in the initial stage, introducing more complex leadership challenges that prepare leaders for higher levels of responsibility. At this pivotal stage, participants engage deeply with the concept of building trust, a critical element for fostering a transparent and supportive workplace environment. This fundamental skill enhances leaders' ability to create and maintain strong, trust-based relationships with their teams and stakeholders.

In addition to building trust, this tier offers a focused exploration of goal setting, enabling leaders to articulate clear, achievable objectives. This skill is vital for aligning team efforts with organizational goals and driving collective success. Simultaneously, the course on success through adaptability arms leaders with strategies to navigate and

thrive in changing environments, enhancing their flexibility and resilience.

The coaching module in this tier equips leaders with the tools to develop their teams more effectively, focusing on maximizing individual potential and fostering professional growth. This is complemented by the course on unlocking your team's potential, which dives into the dynamics of team strengths and how to leverage them for optimal team performance. Finally, presentation skills are sharpened to ensure leaders can communicate their vision and ideas persuasively, which is crucial for influencing decisions and inspiring teams during presentations and meetings.

The intermediate tier serves as a crucial bridge between foundational capabilities and advanced strategic leadership, ensuring that participants are not only ready to tackle current challenges but are also prepared to lead with innovation and strategic insight in their future roles.



## TIER 2

### INTERMEDIATE

#### Objectives and Learning Outcomes:

- **Build and Maintain Trust:** Develop strategies to cultivate and sustain trust within your team, understanding its critical role in fostering collaboration and integrity within the organization.
- **Effective Goal Setting:** Master the art of setting and achieving strategic goals that align with organizational objectives, enhancing team performance and operational success.
- **Success Through Adaptability:** Acquire the skills to adapt leadership styles and strategies in response to changing business environments, ensuring resilience and continued success.
- **Coaching for Performance:** Learn effective coaching techniques to unlock the potential of team members, enhancing their skills and contributions to the team.
- **Unlocking Your Team's Potential:** Identify and leverage the unique strengths and abilities of team members to maximize team effectiveness and achieve high performance.
- **Enhanced Presentation Skills:** Enhance your ability to communicate and present ideas clearly and persuasively, improving your impact in meetings, negotiations, and public speaking scenarios.

By focusing on these advanced interpersonal and strategic skills, participants are better equipped to lead effectively, drive team success, and contribute to the organization's objectives in a meaningful way.



**TIER  
2**

## INTERMEDIATE

### Required Courses:

- Building Trust
- Coaching for Success
- Goal Setting
- Executive Presentation Skills
- Success Through Adaptability
- Unlocking Your Teams Potential

### Elective Courses:

#### Select Two

- Awareness & Accountability
- Building Resilience
- Building Self-Reliance
- Effective Storytelling
- Difficult Conversations & Managing Conflict
- Effective Delegation
- Facilitating Effective Meetings
- The Art of Effective Feedback
- Team Synergy
- Time Management
- Work-Life Balance
- Working with Various Generations

## Intermediate Program Details

The intermediate tier of our leadership development program represents a crucial stepping stone for mid-level leaders who are ready to elevate their leadership capabilities beyond foundational skills. This tier is designed to deepen leaders' strategic acumen and enhance their ability to drive team success through advanced interpersonal and management skills. Leaders will learn to navigate complex challenges and diverse team dynamics with a focus on building trust, setting clear goals, and adapting swiftly to change. By mastering effective coaching techniques and enhancing their presentation skills, leaders are not only prepared to unlock and harness the full potential of their teams but also positioned to influence and lead transformative initiatives within their organizations. This tier empowers leaders to act with confidence and precision, turning organizational visions into achievable realities.

### Delivery Method

Virtual or In-Person

### Length of Program

3-Full Day Sessions

or

6-Half Day Sessions

### Materials

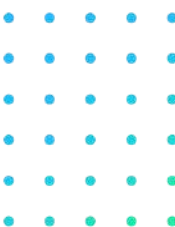
Electronic Workbooks: Provided with each course registration

or

Physical Workbooks: Available at an additional cost upon request

### Assessments

Pre-Assessment and Post Assessment Provided





**TIER  
3**

**ADVANCED**

### **Maximize Leadership Impact**

The advanced tier of our Mid-Level Leadership Development Program is designed for leaders who are ready to ascend to the upper echelons of management and take on pivotal roles within their organizations. This tier focuses on cultivating a sophisticated set of skills that are critical for navigating the complexities of high-level leadership.

Participants will explore strategic thinking & planning, learning to develop forward-thinking strategies that anticipate future challenges and opportunities. This is complemented by a course on managing change, where leaders gain the tools to effectively guide their organizations through transitions, ensuring adaptability and resilience in a rapidly evolving business landscape.

Creative thinking & problem solving courses challenge leaders to think innovatively and develop solutions that drive organizational growth and efficiency. Mental toughness is emphasized to prepare leaders to face high-pressure situations with confidence and perseverance, maintaining performance and morale in the face of challenges.

Additionally, the program enhances skills in maximizing employee engagement and motivation and inspiration, enabling leaders to cultivate a motivated workforce that is committed to achieving organizational goals.

This tier is designed to refine a leader's ability to not only envision but also implement broad-scale changes that have a lasting impact on their organization, preparing them for senior leadership responsibilities and success at the highest levels.



TIER  
3

ADVANCED

## Objectives and Learning Outcomes:

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- **Strategic Thinking & Planning:** Develop the ability to formulate, articulate, and execute comprehensive strategies that address complex business challenges and drive long-term success.
- **Managing Change:** Master the skills needed to lead and manage change effectively, facilitating smooth transitions and fostering an adaptable organizational culture.
- **Creative Thinking & Problem Solving:** Enhance creative problem-solving capabilities, encouraging innovative thinking that can lead to novel solutions and improved organizational performance.
- **Mental Toughness:** Cultivate resilience and mental toughness, enabling leaders to maintain high performance under stress, overcome setbacks, and lead with confidence during crises.
- **Maximizing Employee Engagement:** Learn techniques to deeply engage employees, fostering a committed and productive workforce dedicated to achieving the organization's goals.
- **Motivation and Inspiration:** Gain insights into inspiring and motivating teams, enhancing their enthusiasm and drive to contribute positively to the organization's objectives.

These outcomes ensure that leaders are not only prepared to handle the complexities of senior management roles but also poised to inspire and drive their teams toward exceptional performance and organizational excellence.

**TIER**

**3**

**ADVANCED**

## Required Courses:

- Business Problem Solving
- Embracing Change
- Maximizing Employee Engagement
- Mental Toughness
- Motivation & Inspiration
- Strategic Planning for Leaders

## Elective Courses:

### Select Two

- Awareness & Accountability
- Building Resilience
- Building Self-Reliance
- Effective Storytelling
- Difficult Conversations & Managing Conflict
- Effective Delegation
- Facilitating Effective Meetings
- The Art of Effective Feedback
- Team Synergy
- Time Management
- Work-Life Balance
- Working with Various Generations

## Advanced Program Details

The advanced tier of our leadership development program is crucial for preparing seasoned leaders to tackle the most challenging aspects of executive management and strategic oversight. By focusing on advanced strategic planning, creative problem solving, and change management, this tier equips leaders with the tools necessary to shape the future of their organizations. Leaders will learn to foster an environment of resilience and innovation, ensuring their teams are not only responsive to changes but also proactive in driving them. This tier is pivotal for those who aspire to leave a lasting impact on their organizations, transforming them into more agile, forward-thinking entities. As participants master these high-level skills, they become instrumental in steering their organizations towards sustained success and a competitive edge in the marketplace.

### Delivery Method

Virtual or In-Person

### Length of Program

3-Full Day Sessions

or

6-Half Day Sessions

### Materials

Electronic Workbooks: Provided with each course registration

or

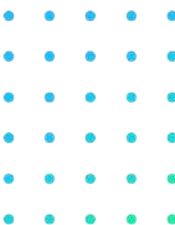
Physical Workbooks: Available at an additional cost upon request

### Assessments

Pre-Assessment and Post Assessment Provided

### Coaching

Post Training Virtual Group Coaching Session with Q&A



## Our Experience and Expertise



TTA's vast experience in leadership development is unparalleled, underpinned by an impressive history of accolades and a proven track record of success.

### Award-Winning Leadership Experience

We are proud to be consistent recipients of the [Training Industry's Leadership Training Watch List award for seven consecutive years](#), along with multiple "Excellence in Leadership Development" Brandon Hall awards. Drawing from our experience with multiple award-winning projects and best practices learned through decades of industry-leading work, we've developed an impactful program specifically designed for emerging leaders. This program encapsulates everything we have learned about effective leadership training, offering organizations a tried and tested pathway to cultivate the very best leadership talents.

Expertly curated by Phil Cicio, TTA's Senior Leadership Development Consultant, and powered by his company, Success ThInK, our program

integrates decades of expertise with innovative training solutions. With TTA, you gain access to a leadership development program crafted from a wealth of experience and proven processes. Our approach ensures that your leaders are not just prepared for today, but are primed to lead into the future with confidence and skill.



**Phil Cicio,**  
TTA's Senior Leadership  
Development Consultant



## Meet Phil Cicio

“

**I believe that an organization's most valuable asset is their people. If you build your people, you will build your organization. My focus is to close the gap between where people are and where they want to be!**

”



### Industry Authority

Phil Cicio, author and founder of Success ThINC, is an authority in the area of personal growth and professional development as well as business leadership training and consulting. With 20 years of experience and certified as a High Performance Coach, Phil has dedicated his life to helping individuals, teams and organizations create the results they want.

Phil helps individuals and organizations get better results in performance and profitability through comprehensive personal growth and leadership training programs. He works with individuals, small businesses and large corporations, helping them achieve results through improving the results of their people.

Phil provides a variety of programs available both in-person and online, offered in half-day, full-day, and customized formats suitable for both large and small groups. These programs include personalized coaching, mastermind groups, in-house corporate training, and keynote speeches, and more.

The key to Phil's success is, instead of altering business systems and processes, he works with a company's most valuable asset - their people! Phil helps people close the gap between where they are and where they want to be.

## Phil's Client Testimonials

“

Phil's workshop really put things into perspective and opened my eyes on how and why people do what they do. this new understanding will be a great tool for me to become more influential.

Lisa Deblake, Category Manager

*Walgreens*

★★★★★

“

I believe my team has grown personally and professionally during their time with you and we will continue to utilize your principals in the coming months and years. We have actually added some of the concepts to our initial sales training session with our new agents and have already seen some behavioral changes.

Kevin McCarthy, Aflac

Aflac

★★★★★

“

We absolutely LOVED your session! Your personal stories and way of transforming mundane business topics into compelling life lessons was genius. Thank you!

Linda Foggie, Vice President, Project Management

WELLS  
FARGO

★★★★★



## TTA's Client Testimonials



TTA's support and collaboration has made this Learning & Development goal easier (and faster) to operationalize and as a bonus, we've developed genuine relationships with not just TTA but their facilitators as well.

Devra S., Team Lead, Learning & Growth



Our resource was absolutely the best presenter and instructor I have ever encountered. She tackled a sensitive and potentially abrasive topic with grace, dignity, and professionalism. I would highly recommend utilizing TTA.

Veronica P., Union Pacific



TTA provides a great service that provides relevant and current ideas and approaches to training. They have done a nice job of understanding our company and culture, so the training content is aligned with our business and core values.

Suzi W., Director Talent Management



Morgan Stanley



Ready to transform your **leadership** landscape?



Join the ranks of **over 1.74 million leaders** who have benefited from our globally recognized program.

Interested in taking your leadership development to the next level? Contact a TTA Learning Expert today to learn more about our Leadership Development Program Strategies for Sustaining Growth and Adaptability. Discover tailored pricing options and how our expertly designed programs can transform your organization's leadership capabilities. Don't wait—unlock the potential of your leaders now!

## Contact Us :



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