



NEW & EMERGING LEADERS

LEADERSHIP DEVELOPMENT PROGRAM

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. Effective leadership skills are essential for driving change, managing teams, and achieving organizational goals. But the benefits of leadership development programs go beyond just enhancing skills. Such programs can create a culture of innovation, collaboration, and continuous improvement, which are essential for staying ahead of the competition.

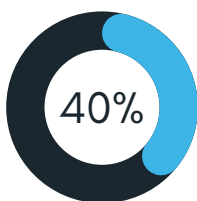
In fact, according to a study by Deloitte, **89% of executives worldwide cited leadership as a top priority** for their organizations. This highlights the growing importance of developing leaders in the business world. Companies that invest in leadership development programs are more likely to see higher revenue growth, as reported by McKinsey & Company.



89%
OF EXECUTIVES SAY
LEADERSHIP
IS A TOP PRIORITY

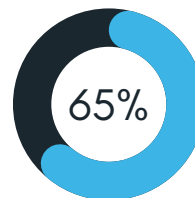
Beyond Numbers: The Real Impact

By nurturing new and emerging leaders, organizations can harness fresh perspectives and innovative strategies essential for thriving in an evolving market. Effective leadership development not only primes talent for future challenges but also reinforces a culture of excellence and resilience across the enterprise.



Increase Success

About 40% of new leaders fail within the first 18 months in their roles, illustrating the challenges new leaders face and the need for comprehensive development programs.



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.

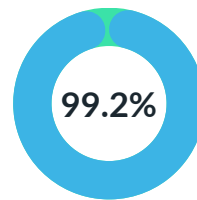
TTA's Leadership Reach

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, the 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 Emerging Leadership Development Program serves those at the beginning of their leadership path and supports them as they evolve into more complex and strategic roles. Participants would encompass a range of characteristics, career stages, and aspirations that align with the objectives of nurturing and developing early-stage leadership skills.



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

Career Stages

- **New Managers:** Recently promoted individuals stepping into management roles for the first time and looking to develop their leadership abilities.
- **Team Leads:** Those leading small teams or projects who seek to enhance their leadership skills and prepare for more significant leadership roles.
- **Aspiring Leaders:** Employees identified as future leaders by their organizations, currently without formal leadership roles but expected to take on such responsibilities soon.
- **Individual Contributors:** High-performing employees with specialist roles who are transitioning into leadership positions or aiming to do so.
- **Mid-Level Professionals:** Those in mid-career looking to shift into leadership tracks or enhance their leadership capabilities within their current roles.

Characteristics

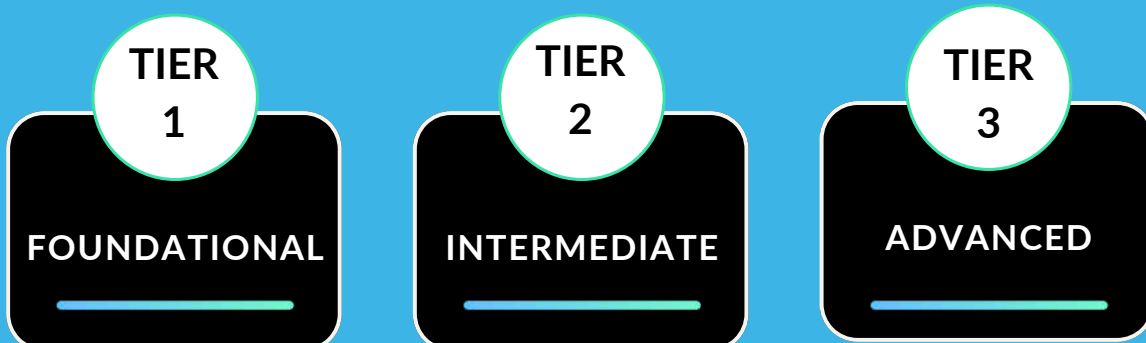
- **High Potential Employees:** Individuals recognized for their potential to take on leadership roles due to their performance, initiative, and ability to influence others positively.
- **Eagerness to Learn:** Candidates who are curious and possess a genuine desire to expand their knowledge and skills in leadership and management.
- **Commitment to Growth:** Those who are committed to their personal and professional development and are actively seeking opportunities to grow.
- **Team Players:** Candidates who value collaboration and are keen on developing skills to build and lead effective teams.

PROGRAM OVERVIEW

Our New and Emerging Leaders Program is built on a foundation of real-world success and experience in fostering leadership qualities across diverse industries and organizational sizes. This tailored program is structured into three progressive tiers—Foundational, Intermediate, and Advanced—thoughtfully designed to offer a comprehensive learning journey. Each tier builds upon the previous, enabling leaders to develop from mastering fundamental skills to addressing complex leadership challenges.

The Foundational Tier focuses on cultivating core leadership competencies, equipping new leaders with critical interpersonal and self-management skills. The Intermediate Tier builds on foundational skills and introduces strategic abilities necessary for effective team development and enhanced communication. The Advanced Tier concentrates on high-level strategic thinking and leadership resilience, preparing leaders for senior management roles. It focuses on empowering leaders to drive organizational change and navigate complex business landscapes effectively.

This leadership development program serves as a bridge to leadership excellence, guiding new and emerging leaders through a transformational journey that not only enhances their personal capabilities but also aligns with the strategic goals of the organization. The program is crafted to elevate individual leaders and fortify the leadership framework of the organization, ensuring sustained success and adaptability in a rapidly evolving business environment.





**TIER
1**

FOUNDATIONAL

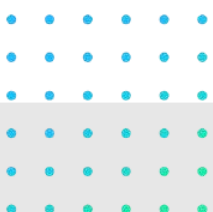
Foundational Leadership Impact

To ensure that new and emerging leaders are well-equipped to navigate the challenges of modern organizational landscapes, building a solid foundational knowledge through our leadership development program is crucial. The first tier, designed specifically for those new to leadership or preparing to take on such roles, lays the necessary groundwork for effective and impactful leadership.

This foundational tier is not just an educational step; it represents a transformative experience that instills essential leadership qualities from the outset, fostering a culture of proactive, informed, and empathetic leadership within the organization.

Investing in this foundational leadership training offers substantial returns for the organization. It equips new leaders with the skills needed to effectively manage different personality styles, team dynamics, and drive performance, which in turn enhances overall organizational health and productivity.

The ability of leaders to understand and implement emotional intelligence, for example, directly correlates with improved employee engagement and reduced turnover. By fostering resilience and team synergy from the ground up, the organization sets itself up for sustained success, as well-rounded leaders are better prepared to adapt to changes and lead their teams through any business climate.



TIER 1

FOUNDATIONAL

Objectives and Learning Outcomes:

- **Develop a Clear Understanding of Leadership Styles:** Participants will identify their own leadership style and understand how to effectively manage different personality types within their teams.
- **Master Emotional Intelligence:** Leaders will learn to enhance their emotional intelligence to better lead and connect with their teams, improving employee satisfaction and engagement.
- **Build High-Performing Teams:** Through understanding team dynamics and synergy, leaders will be equipped to assemble and manage teams that can achieve and exceed their goals.
- **Foster Organizational Resilience:** Training will focus on strategies to build resilience, preparing leaders to face and overcome setbacks with confidence.
- **Apply Learning to Real-World Scenarios:** Practical application of skills learned will ensure that new leaders can immediately begin to impact their teams positively, translating theoretical knowledge into effective leadership practices.

By focusing on these foundational aspects, the program not only prepares leaders for their current roles but also sets a trajectory for continued leadership development and success within the organization.

TIER
1

FOUNDATIONAL

Required Courses:

- First Steps to Leadership
- Emotional Intelligence
- Personality Styles
- Team Synergy
- Building Resilience and Embracing Change

Elective Courses:

Select Two

- Building Self-Reliance
- Awareness & Accountability
- Difficult Conversations
- Positive Influence
- Motivation and Inspiration
- Work-Life Balance
- Presentation Skills
- Working with Various Generations
- Facilitating Effective Meetings

Foundational Program Details

Elevate your leadership journey with our foundational tier, crafted to lay the cornerstone of effective leadership. This tier focuses on emotional intelligence, personality styles, and team dynamics, arming you with the essentials to nurture resilience, and cultivate a culture of collaboration and synergy. These classes are your first steps towards mastering the art of leadership, readying you to lead with empathy and confidence through the dynamics of interpersonal relationships.

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

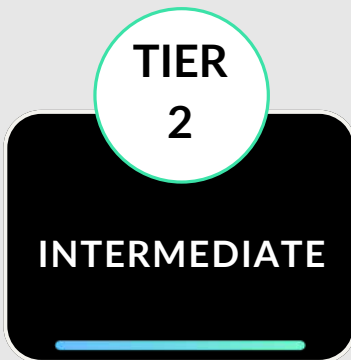
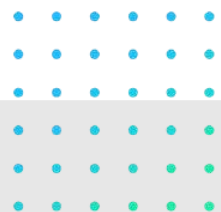
To further equip new and emerging leaders with advanced capabilities essential for thriving in dynamic business environments, the second tier of our leadership development program provides a deeper exploration into both foundational and strategic leadership skills.

This tier intensifies focus on areas critical for effective leadership, including advanced communication techniques, conflict management, and trust-building within teams. By enhancing these skills, leaders are better prepared to handle complex challenges, lead with confidence, and drive meaningful change within their organizations.

Investing in this level of leadership training is crucial for organizations aiming to solidify their leadership pipeline and enhance their overall effectiveness.

Leaders who progress through this comprehensive training regimen are not only more adept at managing their immediate teams but also contribute to the strategic goals of the organization.

The program's targeted approach helps these leaders cultivate a workplace environment that values continuous improvement, open communication, and mutual respect, which are pivotal for long-term organizational success.



TIER 2

INTERMEDIATE

Objectives and Learning Outcomes:

- **Master Complex Leadership Communication:** Participants will learn to articulate their vision clearly and communicate effectively across various contexts and platforms.
- **Refine Feedback Mechanisms:** Leaders will acquire techniques to provide constructive feedback that motivates and encourages growth and development.
- **Navigate and Lead Through Change:** Equip leaders with the skills necessary to lead their teams through organizational changes with minimal disruption and maximum buy-in.
- **Cultivate Deeper Trust:** Focus on building deeper levels of trust within teams, which is essential for fostering an environment of open communication and mutual respect.
- **Apply Enhanced Emotional Intelligence:** Leaders will further their ability to manage both personal and team emotions effectively, enhancing workplace harmony and productivity.

By focusing on these elevated aspects, the program not only prepares leaders for their current roles but also sets a trajectory for continued leadership development and success within the organization. This tier of training is an investment in building a robust leadership framework that supports the organization's goals and nurtures its most valuable assets—its leaders.

TIER
2

INTERMEDIATE

Required Courses:

- Leadership Communication
- The Art of Effective Feedback
- Effective Communication and Managing Conflict
- Embracing Change
- Building Trust in the Workplace

Elective Courses:

Select Two

- Building Self-Reliance
- Awareness & Accountability
- Difficult Conversations
- Positive Influence
- Motivation and Inspiration
- Work-Life Balance
- Presentation Skills
- Working with Various Generations
- Facilitating Effective Meetings

Intermediate Program Details

Advance your leadership skills with our intermediate tier, focusing on advanced communication, conflict resolution, and trust-building within teams. This stage is tailored to elevate your leadership through change, effective feedback delivery, and fostering trust-based relationships. These classes are designed to deepen your leadership toolkit, equipping you to navigate complex challenges and guide your team towards success with confidence.

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

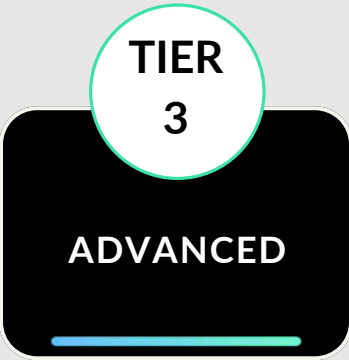
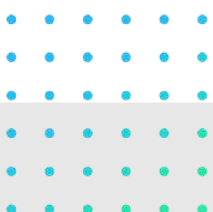
Maximize Leadership Impact

The advanced tier of our leadership development program is crafted to hone and refine the strategic leadership capabilities of new and emerging leaders, readying them to take on top-level roles within the organization.

This tier extends beyond the fundamentals to focus on sophisticated skills such as advanced problem-solving, strategic delegation, and enhancing leadership presence. These courses are designed to empower leaders with the tools they need to drive significant organizational change, manage complex team dynamics effectively, and sustain high levels of achievement and innovation.

The investment in this high-level training translates directly into enhanced organizational capabilities, where leaders are not only adept at managing day-to-day operations but also excel at envisioning and implementing long-term strategies that align with organizational goals.

The comprehensive training provided in this tier equips leaders with the ability to coach teams towards success, set and achieve impactful goals, and cultivate an influential leadership style that commands respect and fosters follower engagement. Ultimately, this creates a powerful leadership force within the organization, capable of leading with vision and influence across all levels of the organization.



TIER 3

ADVANCED

Objectives and Learning Outcomes:

- **Develop Strategic Thinking:** Leaders will learn to think strategically about challenges and opportunities, aligning team goals with organizational objectives.
- **Master Coaching Techniques:** Equip leaders with the skills necessary to mentor and develop others, enhancing the overall talent pool within the organization.
- **Cultivate Leadership Presence:** Focus on developing a commanding leadership presence that inspires confidence and drives organizational loyalty.
- **Advanced Problem-Solving and Creativity:** Encourage innovative thinking and complex problem-solving skills that lead to groundbreaking solutions and practices.
- **Effective Delegation Strategies:** Teach leaders how to effectively delegate, ensuring optimal team performance and personal workload management.

By progressing through this advanced tier, leaders are not only prepared to handle their current roles with greater competence but are also poised to assume higher executive positions, driving the organization towards its long-term strategic objectives. This tier of training is an investment in securing a robust, visionary leadership team that significantly enhances the organization's competitive edge and operational efficiency.

TIER
3

ADVANCED

Required Courses:

- Coaching for Success
- Goal Setting & Getting Things Done
- Leading with Executive Presence
- Business Problem Solving
- Effective Delegation

Elective Courses:

Select Two

- Building Self-Reliance
- Awareness & Accountability
- Difficult Conversations
- Positive Influence
- Motivation and Inspiration
- Work-Life Balance
- Presentation Skills
- Working with Various Generations
- Facilitating Effective Meetings

Advanced Program Details

In the advanced tier of our leadership development program, we concentrate on perfecting your role as an influential leader for complex environments. This tier is designed for advancing emerging leaders, providing them with highly effective skills in coaching, strategic goal setting, and cultivating a powerful leadership presence. You'll learn to tackle intricate challenges, encourage innovative thinking, and refine your delegation techniques. This tier is about leveraging your refined skills to lead decisively, promote a culture of excellence, and drive pioneering solutions.

Delivery Method

Virtual or In-Person

Length of Program

3-Full Day Sessions
or
6-Half Day Sessions

Materials

Workbook Materials Provided

Assessments

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

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, 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 ThINC, 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 desired outcomes 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.

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**



align



UniFirst

accenture



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!

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