



Emerging Leaders



A sneak peek into a novel program designed to connect high performers and improve their skills.

Purpose and Content

Emerging leaders is an 18 month program to identify individuals who exhibit leadership qualities and to develop those qualities and skills to a greater level.



8
Harvard
Managed
Mentor Series
Courses

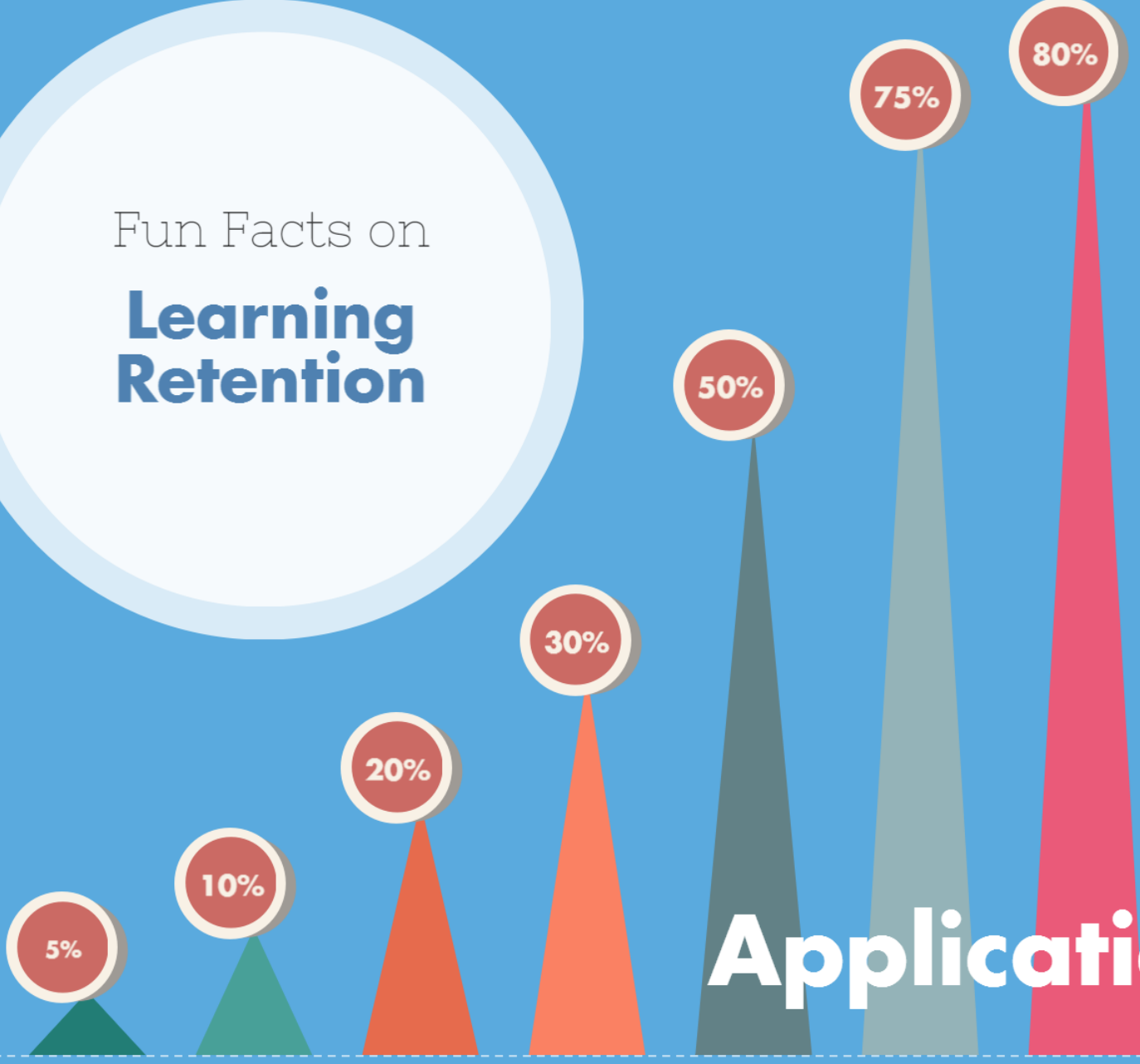
4

Elective LG
courses



Fun Facts on
Learning Retention

80
70
60
50
40
30
20
10
0

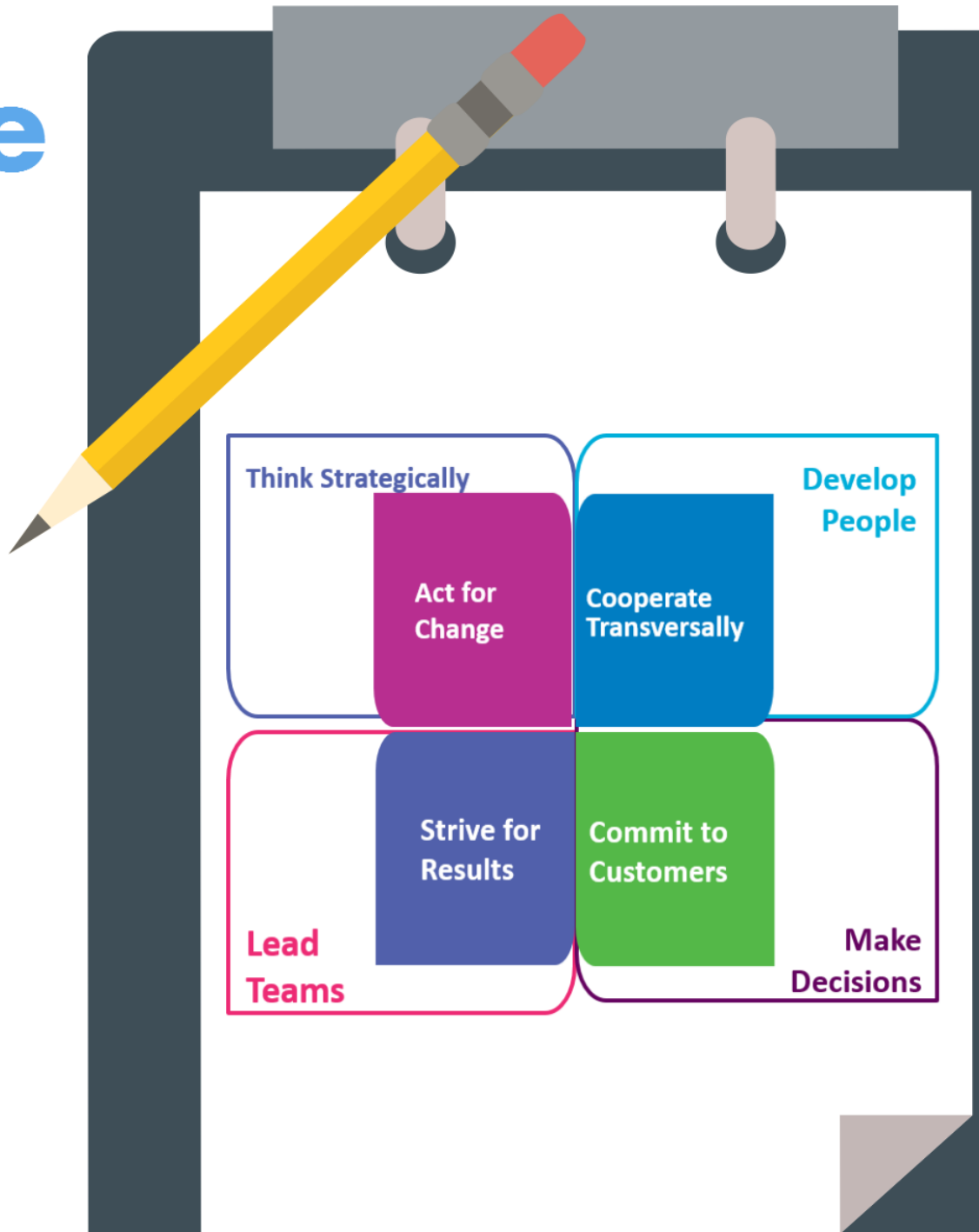


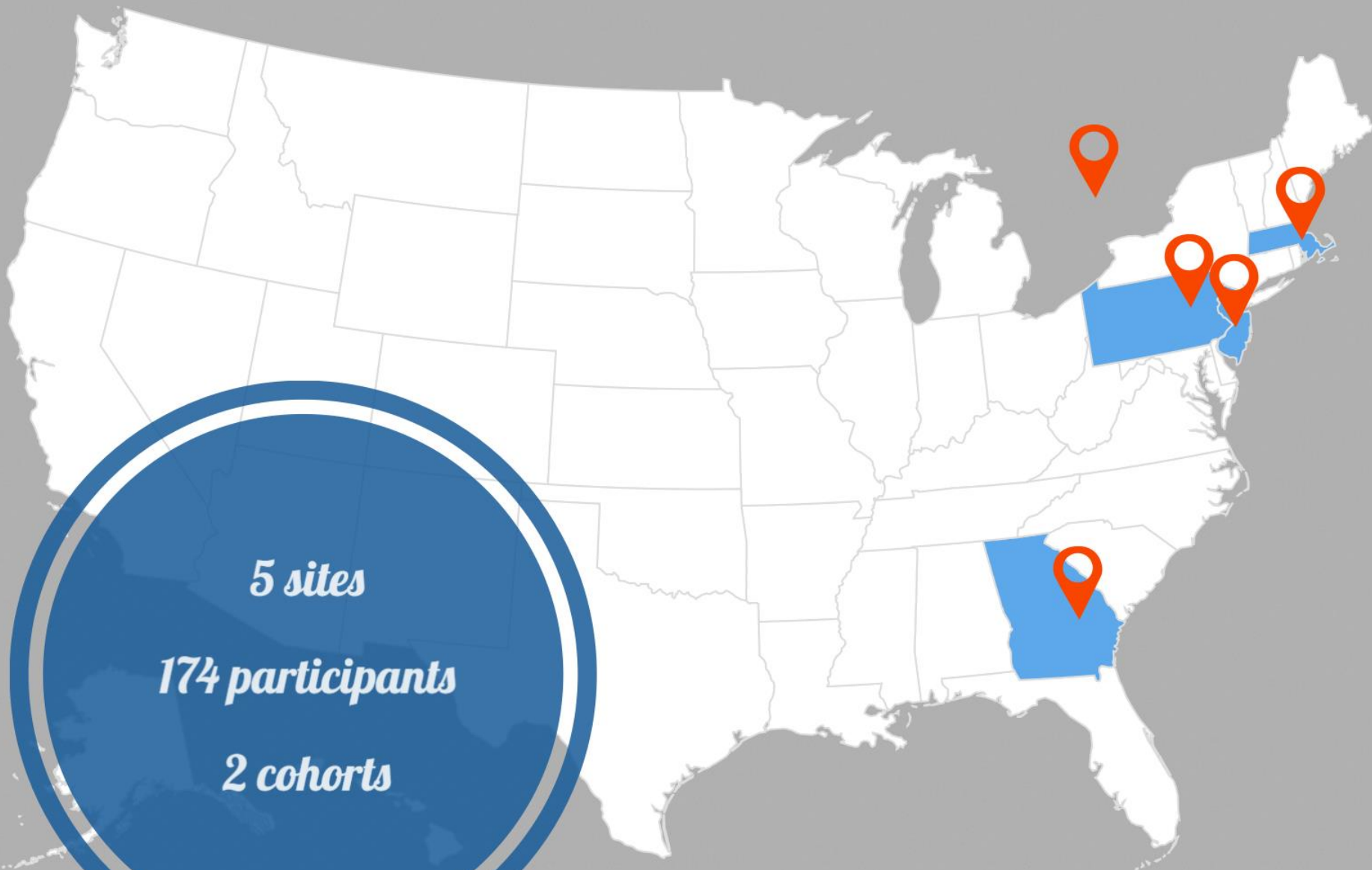
Retention

LECTURE READING AUDIO VISUAL DEMO GROUP PRACTICE TEACH

Application

Candidate Selection Criteria





5 sites
174 participants
2 cohorts

Timeline to success



Kick Off Meeting
Live-Virtual @ Hub



Virtual Sessions
3 offerings/times

Develop People Curriculum



Live meeting w/ presenter
1/2 day training

Make Decisions is being applied to job



Virtual Sessions
3 offerings/times

discuss application of live training

Live Hub Meeting
Local Leader

Strategic Thinking Curriculum

Live Sessions

2 Live Sessions

one at local hubs and one at home office location with entire cohort

live sessions are good for.....





3 Virtual Sessions

When perceptions are shattered, successful people look at things through beginner's eyes and view it as a new opportunity. They stretch themselves beyond their comfort zone.



Live vs Virtual Presentation

Presenters often have this burning question on their minds - how do I build my content, and what are the tips and tricks I can use to be a successful virtual presenter?

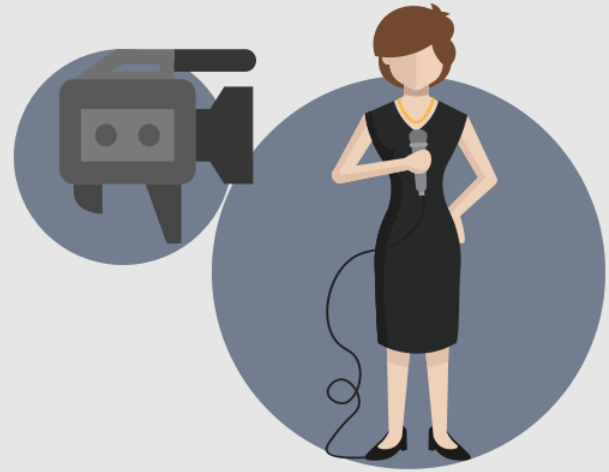
Live Presentation

VS

Virtual Presentation



Traditional Live Presentation is typically standing up in front of a live audience and using a combination of slides, props examples and demonstrations to connect with your audience.



Virtual Presentation is typically the same as live presentation, except that your audience can be dispersed all over the world. The key differentiation is the ability to "read" the audience. This can easily be done in the virtual world, just in a slightly different way.



Frequently these presentations are one way in nature with the opportunity to ask questions at the end. It is more like you are throwing information in front of people and hoping that they decide to take action.



Virtual presentation may seem like it can only be one way... There can be plenty of direct contact between the audience and the presenter resulting in some very valuable feedback opportunities. It just has to be done in differently.



Live Presentation is usually reserved for large meetings. The agenda is full with different information which can be overwhelming for the learners.



Virtual Learning can either be presented the same as live, or it can be broken down into smaller more "snackable" sections. Remember, not everyone has to be in the same location.

"Face to Face" time still has its place. It is a combination of the two that leads to more effective meetings. In businesses today, it is crucial to have a blended approach to presentations, meetings and training. The ability to provide a consistent message in a flexible format to the dispersed audience is paramount.



Assignments

- Teach back content of one of the HMM courses
- Role play job interview with Manager using STAR feedback model
- Managers will pull through learning with OTJ experience
- Final presentation to HRBP and panel of managers

Activity Instructions

Take a few minutes to:

Discuss your current approach to Leadership Development

Use the planning sheet provided to outline the basics of your future approach to Leadership Development

Discuss and Debrief



I definitely prefer a live meeting over this setting. Virtual meeting went well but I didn't feel very connected to the group. This meeting was my first experience with the virtual learning environment and felt a bit lost in the technology.

11/18/2015 4:07 PM [View respondent's answers](#) [Categorize as...](#) [α](#)

I would certainly make the session longer, in order to allow more people to speak. Also, I believe a longer overview could have been done at the beginning of the session, to remind participants about the key lessons of each course.

11/10/2015 5:50 PM [View respondent's answers](#) [Categorize as...](#) [α](#)

I attended the meeting live at the Framingham hub. There were a total of 5 people there, all members of this cohort. There was no facilitator in the room, which I think would have improved the discussion a lot. A facilitator in the room would have had the right questions handy to really get a discussion going. I think a lot of potential was left unused due to only cohort members in the room without a facilitator there.

11/10/2015 10:46 AM [View respondent's answers](#) [Categorize as...](#) [α](#)

The interaction into teams was great - perhaps a picture of each participant on the team on the virtual meeting. This would help place the name to the face for our face to face meeting.

11/10/2015 9:35 AM [View respondent's answers](#) [Categorize as...](#) [α](#)

The disucssion session was too short, not enough time to discuss the courses/concepts in great lenght. I found the courses to be very good but would have liked to discuss longer, get others options/experiences, learn how to handle some leadership and management chanelleges I'm having.

11/9/2015 1:50 PM [View respondent's answers](#) [Categorize as...](#) [α](#)

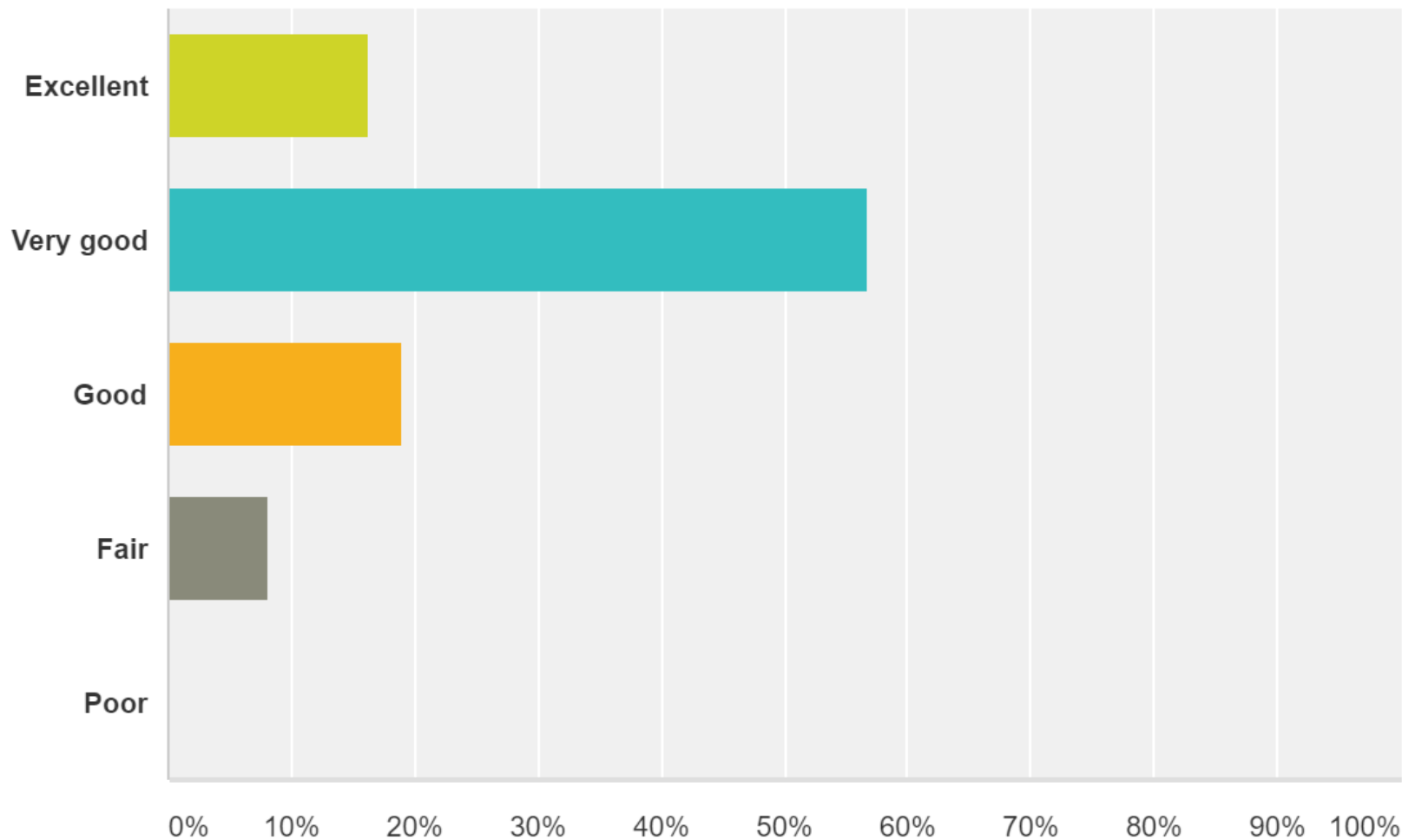
I believe the event would have been more impactful and would encourage more interaction if it had been 100% virtual. I attended a "live" session with others in my region. We all thought it would be similar to the first meeting, with a moderator in the room. There were four "students" in the room sharing a phone and following the virtual presentation. Due to the nature of the discussions (our group was combined with others that were virtual) we did not have opportunities to interact with each other. I would have participated more if I had been at my desk on my phone.

11/9/2015 11:25 AM [View respondent's answers](#) [Categorize as...](#) [α](#)



Overall, how would you rate the quality of the event?

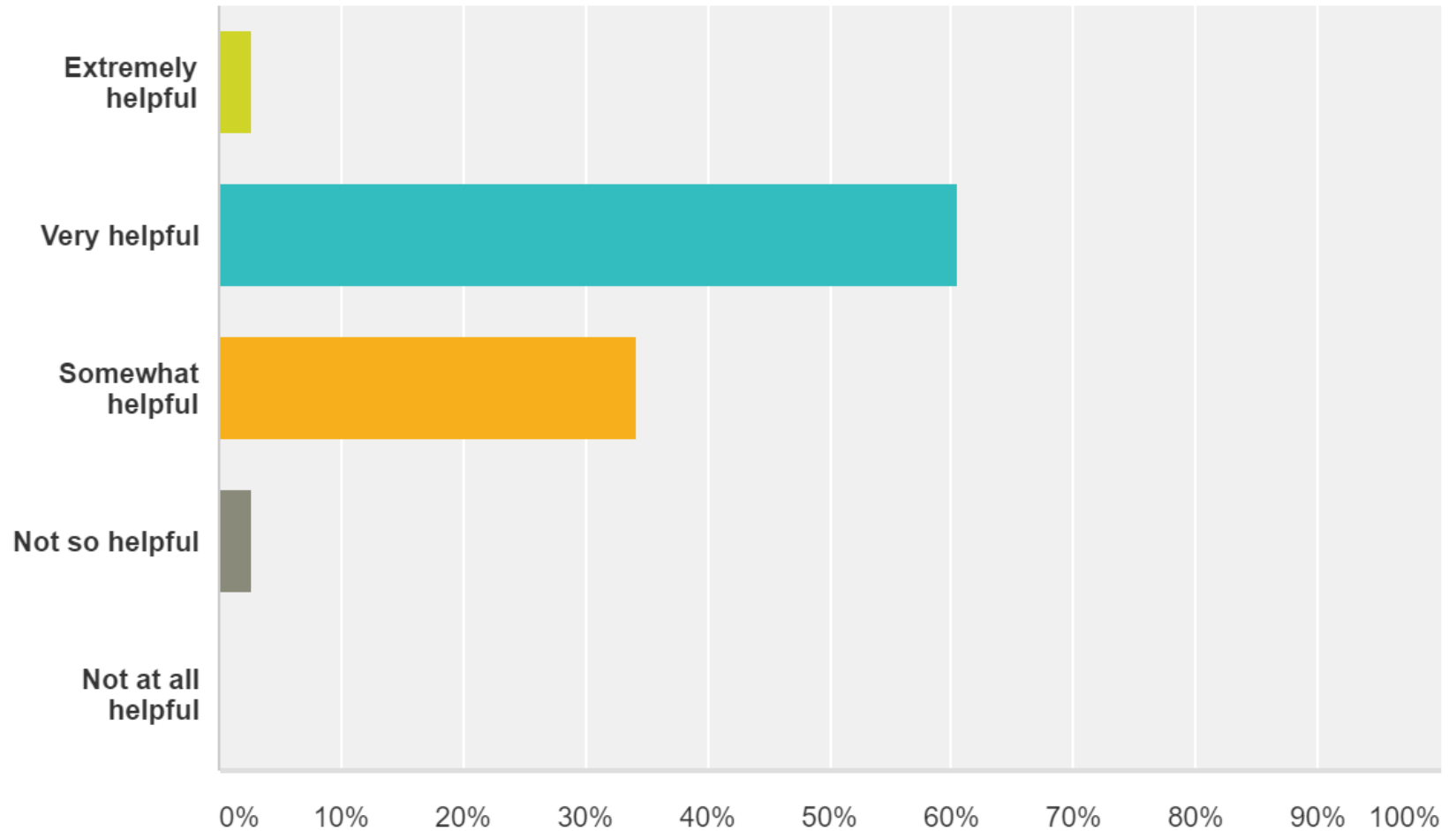
Answered: 37 Skipped: 1





How helpful was the content presented at the event?

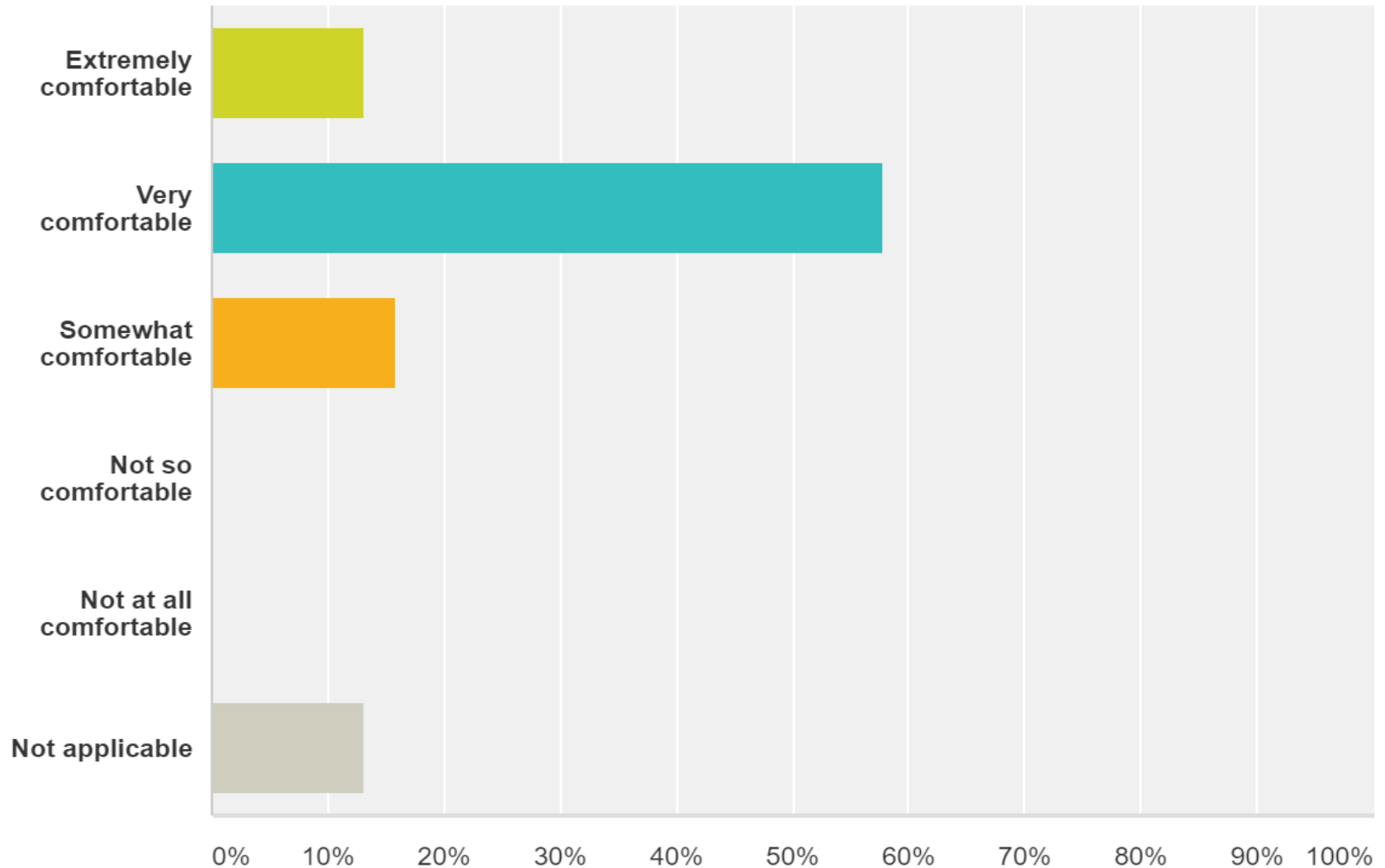
Answered: 38 Skipped: 0





How comfortable did having the producer make you feel about the technology?

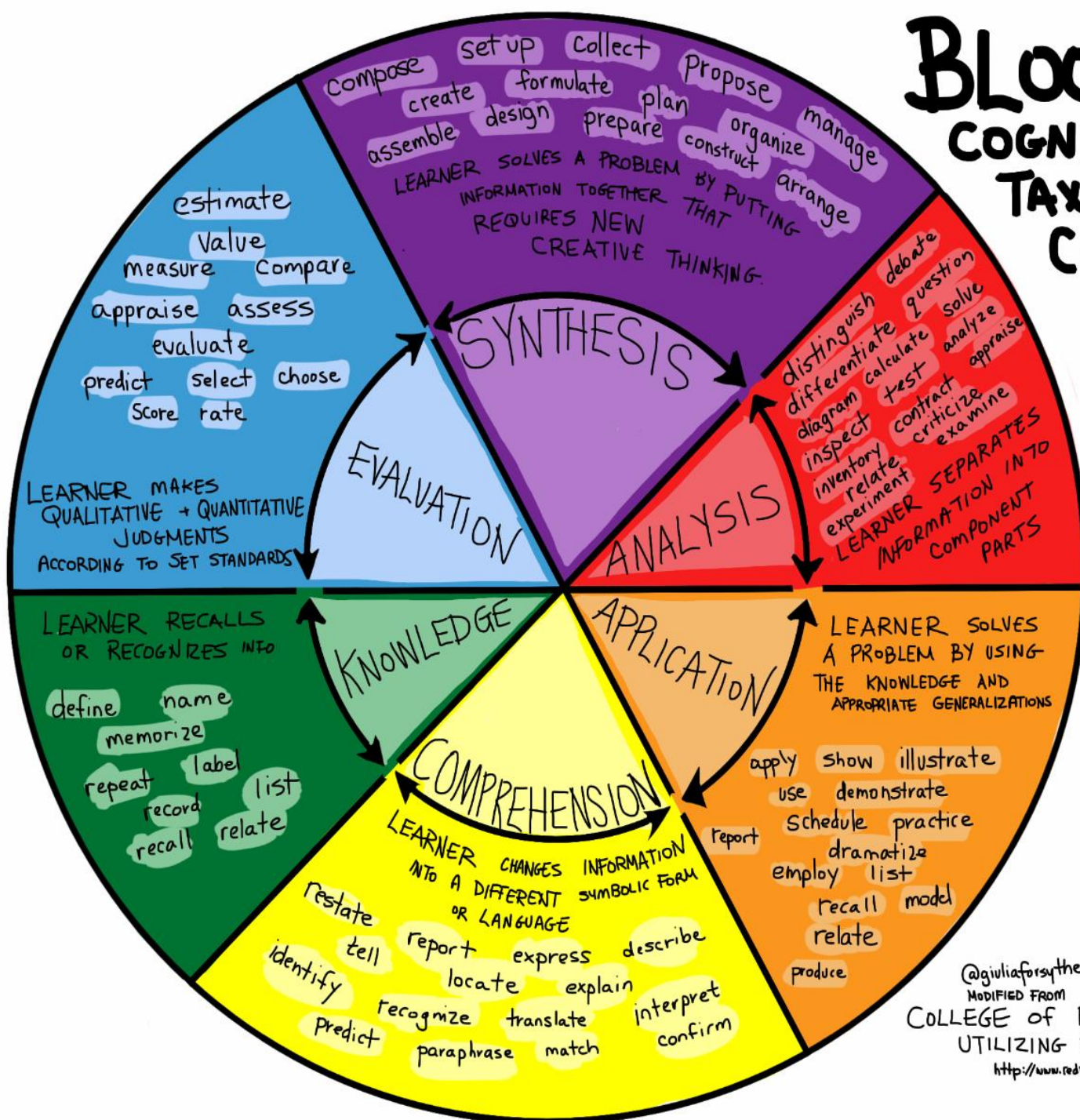
Answered: 38 Skipped: 0



Thank You

Source: www.lifehack.org/articles/productivity/7-things-successful-people-that-they-will-never-tell-you.html
Source: Jeanne Meister Corporate Universities, 2009

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