TIMELINE

PRE-ASSESSMENTS
360 Three Sciences of People

MONTH 1
VIRTUAL SESSION #1
Kickoff

MONTH 2
ONE-ON-ONE COACHING CALL

MONTH 3
2 DAY FACE-TO-FACE EXPERIENCE

MONTH 4
ONE-ON-ONE COACHING CALL

MONTH 5

MONTH 6

MONTH 7
1/2 DAY FACE-TO-FACE EXPERIENCE AT LEAD CONFERENCE

MONTH 8
ONE-ON-ONE COACHING CALL

MONTH 9

MONTH 10

MONTH 11

MONTH 12

VIRTUAL SESSION #3

VIRTUAL SESSION #2

VIRTUAL SESSION #4
Deliver Capstone Project

POST 360

90 SECONDS TO LEADERSHIP VIDEO SERIES

AWARENESS

EXPERIENCE

SUSTAINABILITY
Virtual Session #1

Self-Awareness and Goal Setting

- Reflect on assessment results
- Communicate ideas for Capstone Leadership Project
- Set personal leadership vision for the upcoming year
- Identify the 5 Leadership Competencies for electrical distribution leaders

EMBRACE | EMBODY | EXEMPLIFY
Face-to-Face Experience #1
2 Days

Build a Foundation of Success

- Expand our capacity to achieve our vision by committing to breakthroughs
- Describe Capstone Leadership Project with timeline and metrics
- Create a plan to leverage your strengths, vision, and NAED leadership competencies to achieve your vision

Defining Leadership

- Distinguish between leadership and management
- Distinguish differences in types of leaders in the industry (branch, corporate, sales, etc.)
- Describe leadership experiences and values to build peer industry relationships
- Conduct an “Innerview” to open the lines of communication and build trust

Change Agility

- Understand the importance of change as the industry continues to evolve
- Maintain flexibility and agility when facing change (technology, market changes, customer needs, etc.)
- Identify leadership opportunities within change
Face-to-Face Experience #1 (continued)

Enhance Relationships

- Become familiar with the principles for improving human relations with customers, branches, corporate, or employees
- Identify opportunities for improving professional relationships
- Create an action plan for applying principles
- CASE STUDY: High Performer vs. Cultural Fit

Increase Self-Confidence

- Use our experiences to communicate more confidently
- Communicate with clarity and conciseness
- Discover how past experiences influence behavior
- Solidify peer relationships to build support network in the industry

Motivate Others

- Persuasively communicate concisely so people are moved to action
- See how application of the Human relations principles improves results
- Discover how relationships help us advance toward our goals
Face-to-Face Experience #1
(continued)

Gain Willing Cooperation
- Influence people through trust and respect
- Achieve cooperation versus compliance to be more agile
- Discover the power of finding points of agreement

Innovative Thinking
- Employ creative thinking to gain innovative solutions
- Analyze problems and opportunities in a new way
- Facilitate an innovation process as it relates to your Capstone Leadership Project
- CASE STUDY: Making Decisions

Disagree Agreeably
- Demonstrate a process to organize our thoughts in impromptu situations
- Communicate our ideas effectively, even when we disagree
- Strengthen our personal opinions with evidence
Face to Face Experience #2 at LEAD
½ Day

Demonstrate Leadership

• Positively influence the attitudes of others
• Use positive approaches when coaching people
• Deal with challenging situations more effectively
• CASE STUDY – What Do You Value?

Build Others through Recognition

• Concentrate on the strengths of others regardless of their role in the business
• Develop skills in giving and receiving positive feedback
• Discover the value of sincere appreciation
Virtual Session #2

Giving and Receiving Effective Coaching and Feedback

- Define coaching and feedback and understand our reaction
- Understand the difference between supportive and directive approaches
- Learn to give and receive corrective coaching and feedback
- CASE STUDY – They Just Don’t Get It
Virtual Session #3

Visionary Leadership

- Submit Capstone Leadership Project documents
- Define Visionary Leadership
- Understand characteristics of Visionary Leaders in electrical distribution businesses
- Recognize challenges of maintaining Visionary Leadership
Capstone Leadership Project Virtual Session #4

Project Delivery

- Deliver Capstone Leadership project
- Self-evaluate success
- Deliver feedback to peers
- Generate future opportunities for personal or organizational growth
Ongoing Peer Advisor

Connecting Within the Industry

- Consistent feedback and accountability
- Generate solutions to problems and challenges
- Expand network and increase teamwork within the industry
One on One Coaching

Increase Self Awareness

• Identify gaps in achieving goals
• Develop an action plan to overcome obstacles
• Implement strategies to build on already existing strengths
• Focus on individual development towards your vision