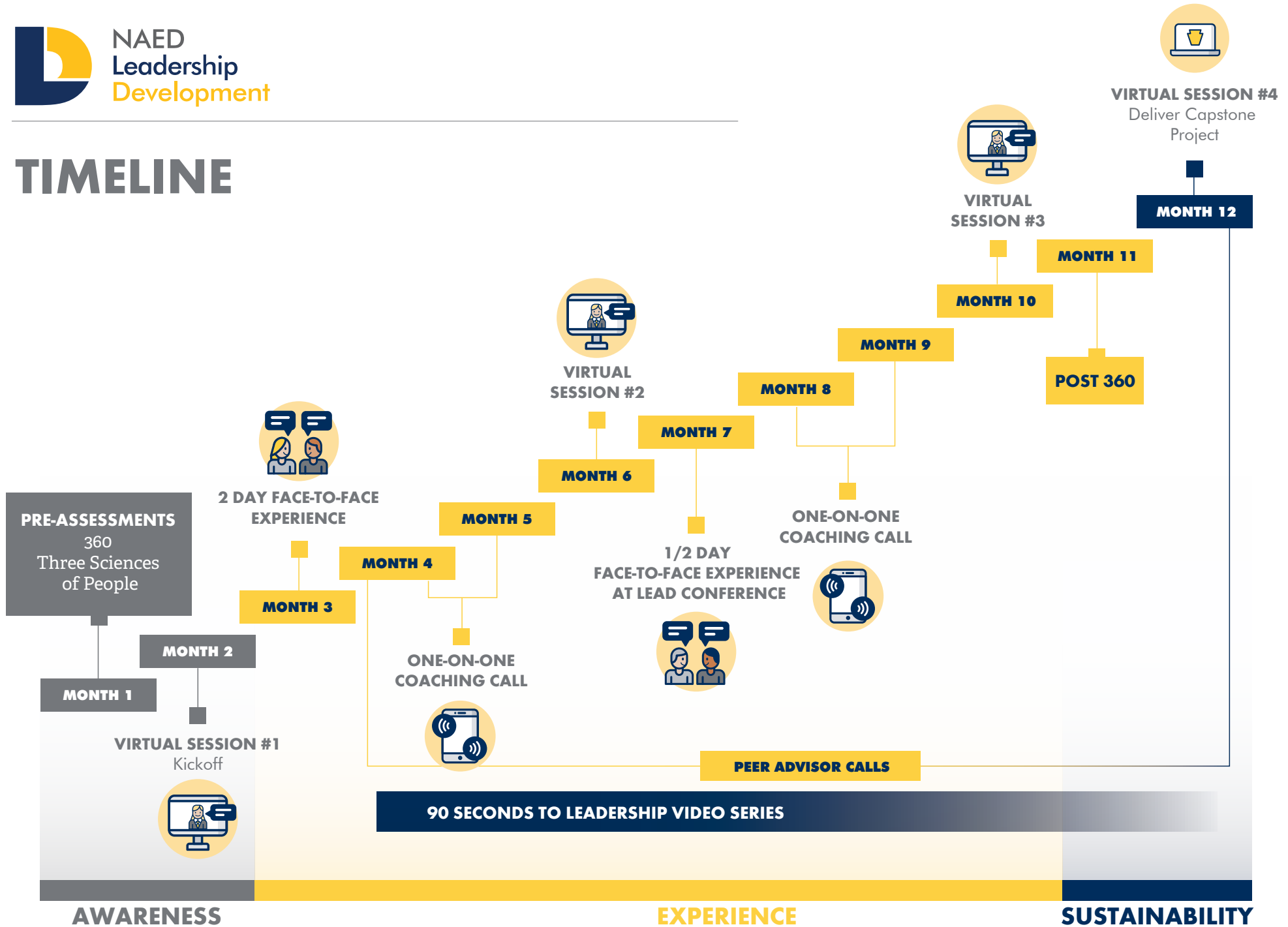




NAED  
Leadership  
Development

EMBRACE | EMBODY | EXEMPLIFY

# TIMELINE



**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



## 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



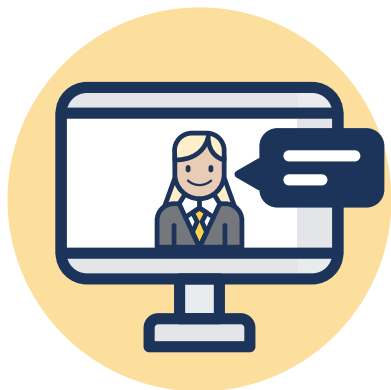
## Face to Face Experience #2 at LEAD 1/2 Day

### 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