

THRIVE: An XImpact™ Circle for Emerging Leaders



I. LAUNCH!

February 4, 2021

Welcome to THRIVE! Each XImpact™ Circle will begin with introductions and provide an overview of program expectations. In addition, the XImpact Circle Members will each share their own desired outcomes. Finally, this session ends with a deep dive into gaining an understanding of “What is this ‘thing’ called leadership?”

II. Intra- and Interpersonal Awareness

February 18 & 25, March 4 (Sessions 1-3)

Leaders will begin their XImpact™ Circle experience by gaining both an intra- and interpersonal awareness of themselves and their preferred leadership style, which will help them clarify their natural strengths and potential opportunities for growth. The Leadership Version of the Myers-Briggs Type Indicator (MBTI) Assessment is included for each participant to help clarify these personal preferences and opportunities. Participants will also gain an increased understanding of emotional intelligence and various communication styles. These sessions will culminate with each Emerging Leader developing a Personal Leadership Brand and XImpact™ Plan.

Session Focus Areas:

- ❖ Leading Inward to Outward
- ❖ Emotional Intelligence & Personal Leadership Brand
- ❖ Effective Communication
- ❖ Developing a Personal Brand & a Leadership XImpact™ Plan

III. Leadership Capabilities and Skills

March 11, 18 & 25, April 1, 8 & 15 (Sessions 4-9)

Leadership capabilities and skills is a series of six sessions where the XImpact™ Circle will discuss, learn, and understand the necessary competencies needed to successfully lead a team of people. Topics will range from building high-performance teams to learning how to successfully delegate and empower others using problem-solving and solutions.

Session Focus Areas:

- ❖ Growing a High-Performance & Unified Team
- ❖ How to Have Difficult Performance Conversations
- ❖ Effectively Leading Change
- ❖ How to Lead Virtual Teams
- ❖ Problem-Solving & Co-Creating Solutions
- ❖ Delegation & Empowerment

IV. Organizational XImpact™ Sessions 10-13

April 22 & 29, May 6 & 13 (Sessions 10-13)

Sessions 10-13 will focus on topics which are relevant to leading in today's organizations. The Circle will also discuss the role they need to play in order to successfully lead, navigate, and support their organizations.

Session Focus Areas:

- ❖ Understanding the Future of Work
- ❖ The Business Relevance of Diversity & Inclusion
- ❖ Strategic Thinking, Systems Thinking, and Critical Thinking

V. Leadership XImpact™ Plan

May 20 (Session 14)

The XImpact™ Circle will wrap-up with the Emerging Leaders sharing their updated Leadership XImpact™ Plans and determining the next steps in their individual leadership journeys, so they're well-positioned to grow and THRIVE as leaders.

Session Focus Areas:

- ❖ Group Sharing of Leadership XImpact™ Plans
- ❖ Where do we go from here?
- ❖ Keeping the Circle Going

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