

Strategic Leader Program

The ATW Strategic Leader program is designed to empower experienced leaders in their ongoing development journey, equipping them to achieve greater results for their organizations while fostering a positive impact on their teams. This program recognizes that leadership is a continuous journey of growth and refinement, offering a comprehensive suite of tools and strategies tailored to the unique challenges faced by seasoned leaders.

Through a blend of insightful workshops, personalized coaching sessions, and practical resources, participants gain valuable insights into advanced leadership concepts, strategic decision-making, effective communication strategies, and fostering a high-performance culture. The program emphasizes actionable strategies that can be immediately applied, enabling leaders to drive meaningful change and achieve sustainable results within their teams and organizations.

In this program, participants will learn to:

1. Align strategies and execute tasks to accomplish the vision of their organization while aligning cross-functionally for execution.
2. Lead their teams and organization through organizational change.
3. Develop a personal development plan through participating in 360° assessment and attending a personal coaching session.

Strategic Leadership Program Schedule

| TOPIC | Modality |
|--|-------------------------------|
| SLP Virtual Launch | 1 Hour Virtual Meet and Greet |
| Lead with Impact: Know Yourself and Craft the Vision | 3 Hour Classroom Session |
| Lead with Impact: Build Alignment and Champion Execution | 3 Hour Classroom Session |
| Leading People Through Change Pre-Work | 35 Minute Self-Learning |
| Leading People Through Change Application | 2 Hour Classroom Session |
| Confidential 360 Feedback Virtual Debrief | 60 Minute Personal Debrief |

SLP Virtual Launch

In this one-hour virtual launch, participants will meet their ATW instructors and other participants to review the class schedule and program expectations.

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Lead with Impact: Know Yourself and Craft the Vision

During this class, participants will spend time reflecting on their DiSC leadership style and go deeper into the Work of Leaders process by exploring the foundational practice of creating a vision. Participants will learn about why vision matters, the three drivers of crafting a vision, and how their DiSC style can benefit and limit their ability to craft an effective vision.

Lead with Impact: Build Alignment and Champion Execution

This class will wrap up our conversation around DiSC and focus on how the leader's DiSC style impacts their ability to build alignment and champion execution—the last two steps of the Work of Leaders process. We will look at the drivers of alignment and execution and identify participants' strengths and challenges in the Work of Leaders process, with the hope to increase participants' self-awareness and provide them with strategies to lead their team to success.

Leading People Through Change

Leading people through change is a critical leadership skill as the world continues to shift and evolve and applies to change initiatives of all types and sizes. This session will help participants learn the value of leading change with high involvement from the people they lead, how to address the concerns that people have when faced with change and provide strategies to get buy-in and commitment from others.

Confidential 360° Feedback Virtual Debrief

The CheckPoint 360°™ tool evaluates the effectiveness of an organization's managers and leaders by combining feedback from direct reports, peers, supervisors, and customers which help minimize the impact of a single observer's view. The CheckPoint 360°™ process highlights a leader's job performance for 8 universal leadership competencies in 18 key skill sets.

The confidential debrief helps participants understand their results, including:

- How they scored in the 8 leadership competencies and how they were rated by others
- How they scored in the 18 leadership skill sets and how their skills align or misalign with their managers' view on which competencies are most critical for their current position
- Any gaps or areas for development
- Their next steps and a development focus that aligns with professional objectives in their current position