



[ADVISAUSA.COM/ADVISA-LEADERSHIP-ACADEMY](https://advisausa.com/advisa-leadership-academy)

# ADVISA LEADERSHIP ACADEMY



## 8 SESSIONS

Nine-month academy uniquely designed for established leaders

Established leaders show up with a great deal of perspective and wisdom. The ADVISA Leadership Academy is designed with that in mind. Seasoned leaders need opportunities to reflect and share, to question their assumptions and try on new paradigms. Sometimes they need a shot in the arm, or to be challenged by their peers to make a change. Even more than gaining new insight and skills, established leaders need time and space to think—to consider alternatives, to contemplate what matters most and gain individual clarity for action. In addition, participants are accountable for applying what they've learned through

an action learning project at their company. This capstone experience showcases the growth and results that participants achieve throughout the nine month journey.

Academy participants form meaningful relationships with the members of their cohort because the sessions are designed to foster dialogue and small group work. Participants learn as much from one another as they do from the program itself. Participants also hold one another accountable for keeping an open mind and changing behaviors.



<p><b>Oct. 15, 2019   Lead Well</b></p> <p>Self-awareness   Building relationships   Begin development journey</p>	<p><b>Feb. 11, 2020   Influence for Results</b></p> <p>Building trust and credibility   Creating common ground   Methods for gaining agreement</p>
<p><b>Nov. 12, 2019   Unlock the People Puzzle</b></p> <p>PI Behavioral Assessment™ for understanding self and others   Bridging differences   Motivating self and others</p>	<p><b>March 10, 2020   Engage and Change</b></p> <p>Technical and adaptive change   Change implementation planning   Individual change process</p>
<p><b>Dec. 17, 2019   Leverage Your Strengths</b></p> <p>Emotional Intelligence   EQ-i® assessment results   Development planning Generational differences   Employee Engagement</p>	<p><b>April 7, 2020   Link Strategies and Tactics</b></p> <p>Tools to toggle between strategy &amp; tactics</p>
<p><b>Jan. 14, 2020   Build Relationships &amp; Capacity Through Coaching</b></p> <p>Delivering effective coaching   Asking effective questions   Active listening</p>	<p><b>May 5, 2020   Put the Pieces Together</b></p> <p>Planning for next steps   Program takeaways</p>
<p><b>2 hours of personalized coaching on an individual development plan and Action Learning Project</b></p>	

**This 9-month academy includes personalized coaching, an Action Learning Project and in-person experiential development, with:**

- Cutting edge content
- Individual Action Learning Projects
- Comprehensive PI Behavioral Assessment™ training
- Emotional intelligence assessment and training
- Customized development plan supported by personalized coaching and manager involvement
- Focus on creativity, improvement and innovation
- Peer learning

**Who it's for:**

ADVISA Leadership Academy is the best fit for people who have prior experience leading and managing others and motivated to take on a bigger or different role. As you consider candidates for this program, the following criteria may also be helpful:

- the individual has been tasked with playing a significant role in key strategic initiatives, e.g. leading change initiatives or shifting culture
- the individual is making a transition to working in a new context, industry, culture, etc. (e.g. from the military to consulting, or from operations to sales)
- the individual is oriented toward total business results, not just focused on the success of own area.