



RECRUITING, ENGAGING, AND RETAINING MILLENNIAL TALENT HAS BECOME CRITICAL TO YOUR SUCCESS — BUT DID YOU KNOW THE NUMBER ONE REASON MILLENNIALS LEAVE JOBS IS A PERCEIVED LACK OF DEVELOPMENT OPPORTUNITIES? WHAT'S MORE, 40% OF MILLENNIALS WANT TO SERVE IN A LEADERSHIP CAPACITY. THAT'S WHY ADVISA CREATED THE EMERGING LEADER SERIES.



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# EMERGING LEADER SERIES



## 4.5 MONTHS OF WEEKLY TOUCHPOINTS

Emerging leaders early in their career

Using a cohort-based model with 6-8 participants per group, this journey helps high-performers navigate the pivot from being individual contributors to focusing on getting results through leading others. Participants will start by increasing their self-awareness and learning effective self-management practices. Then, they will explore communication and influence, and will close with achieving business results. The program includes a personal development project and is 100% online, requiring no travel.

### Weekly touchpoints

Watch – Micro learning videos

Absorb – Self-directed pre-work (1 hour or less)

Engage – 90-minute virtual group sessions about leadership topics

Apply – Follow-up reinforcement and practice

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SEE SCHEDULE ON REVERSE



<b>Phase 1</b> Intro to Leadership	Week 1	Jan. 11-15	Prep Work via Lessonly
	Week 2	Fri., Jan. 22, 1-2:30 p.m.	Engage Group Session Online
	Week 3	Jan. 25-29	Apply Follow-up reinforcement and practice
<b>Phase 2</b> Self-Awareness	Week 1	Feb.1-5	Watch Micro-learning video
	Week 2	Feb. 8-12	Absorb Self-directed pre-work
	Week 3	Fri., Feb. 19, 1-2:30 p.m.	Engage Group Active Learning Session
	Week 4	Feb. 22-26	Apply Follow-up reinforcement and practice
<b>Phase 3</b> Self-Management	Week 1	March 1-5	Watch Micro-learning video
	Week 2	March 8-12	Absorb Self-directed pre-work
	Week 3	Fri., March 19, 1-2:30 p.m.	Engage Group Active Learning Session
	Week 4	March 22-26	Apply Follow-up reinforcement and practice
<b>Phase 4</b> Engaging Others	Week 1	March 29-April 2	Watch Micro-learning video
	Week 2	April 5-9	Absorb Self-directed pre-work
	Week 3	Fri., April 16, 1-2:30 p.m.	Engage Group Active Learning Session
	Week 4	April 19-23	Apply Follow-up reinforcement and practice
<b>Phase 5</b> Achieve Results + Graduation	Week 1	April 26-30	Watch Micro-learning video
	Week 2	May 3-7	Absorb Self-directed pre-work
	Week 3	Fri., May 14, 1-2:30 p.m.	Engage Group Active Learning Session