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# ADVISA LEADERSHIP ACADEMY



## 9 SESSIONS

Nine-month blended learning journey uniquely designed for established leaders

**Leaders need opportunities to reflect, share and sharpen their skills as well as to develop new ones.**

In the ADVISA Leadership Academy, participants form meaningful relationships with the members of their cohort as well as with the Academy's moderator and facilitators. This is because we all have something to teach and we have something to learn.

Through an intentional combination of individual learning and application, group practice and discussion sessions, 1:1 coaching, an individual development project, and manager involvement, participants in the ADVISA Leadership Academy will experience a shift. They will come away with a surer sense of themselves as leaders, as well as a practical set of sharpened skills for leading others in work and in life.

TO REGISTER CONTACT LESLIE PHILLIPS | [LPHILLIPS@ADVISAUSA.COM](mailto:LPHILLIPS@ADVISAUSA.COM) • 317.574.1550



<b>March 9, 2021   Lead With Intention</b> An introduction to The Predictive Index® and foundational leadership concepts.	<b>July 13, 2021   Coaching</b> Skill development in increasing commitment and capability in individuals through goalsetting, effective 1:1 conversations, and modes of influence; exploration of coaching and its relationship to career pathing.
<b>April 6, 2021   Own It!</b> An exploration of personal accountability for one's own strengths and blind spots.	<b>August 10, 2021   Teams &amp; Team Culture</b> Skill development in moving teams through their formative stages into high performance.
<b>May 4, 2021   Emotionally Intelligent Leadership</b> A deep dive into the EQ-I as a catalyst for intentional personal development and accountability.	<b>September 14, 2021   Change</b> Skill development in moving individuals and teams through personal, departmental and organizational change.
<b>June 8, 2021   Communication</b> Skill development in asking the right questions, active listening, professional messaging and delivering feedback.	<b>October 12, 2021   Strategy to Results</b> An exploration of a leader's overall role in the context of business, including strategic planning and initiatives, organizational culture, and translating those into the tactical responsibilities of their teams.
<b>November 9, 2021   Graduation</b> Participants will present the end results of their work, be recognized for their accomplishments and plan for their next steps.	

**Leading people requires very real skills that take development and practice. This journey is intended to develop, refine and expand on the skills it takes for leaders to lead their best.**

The nine-month blended learning journey includes personalized coaching, a Leadership Development Project and experiential development with:

- Individual, self-directed sessions for participants to learn at their own pace
- Live group sessions for discussion, practice and application
- Data-based development work driven by The Predictive Index and EQ-I 2.0
- 1-on-1 coaching
- Partnership with a supervisor or mentor

**Who it's for:**

The ADVISA Leadership Academy is a fit for people at the management level and above. Participants should be in positions in which they are leading others. As you consider candidates for this program, think about:

- Someone who has moved into a management role and shows the desire for further leadership development and eventually growth
- Someone who is making the transition to working in a new context, industry, culture, etc. (e.g. from the military to consulting, or from operations to sales)
- Someone who has been tasked with playing a significant role in key strategic initiatives, like leading change initiatives or shifting culture