

## “Emerging Professional” Programs

Whether new college grads or those further along in their career, employees are reporting challenges in understanding how their skills fit into the larger mission of the organization. In turn, organizations are reporting ongoing challenges with what they perceive as declining engagement as well as millennial entitlement and lack of focus.

Helping your managers understand these changing workforce dynamics is only half of the equation. **The often overlooked part is providing education directly to emerging professionals about how to succeed in today’s workplace.** Career Revolution addresses the career development needs of those who might be stuck as well as the mindset of a new generation of talent.

Career Revolution programs focus on building killer career management and leadership instincts for young professionals and managers in today’s changing workplace. Programs are fully customizable and can range from multi-session development experiences to “lunch and learn” workshops and keynote presentations.

Unlike most event-driven training programs, our highly effective blended approach creates sustainable learning and behavioral change over time. The more rapidly your millennials, early-career employees and managers understand existing mindset gaps and learn successful practices and behaviors, the more effectively you can focus your development efforts (and dollars), successfully build bench strength and productivity in the organization, and ultimately meet your business goals.

### How a Typical Program Works

Although programs are customized to meet the unique needs of your organization, Career Revolution Programs consist of a blend of classroom training, assessments, small group facilitated Mentor or Coaching Circles and assignments over a 3 to 4 month period.

## AccelerateME™ Emerging Professionals Program

**Target Audience:** New Graduates, Emerging Professionals, Early Career Employees

**Time Investment:** *Managers of Participants:* 2 hours (Optional)

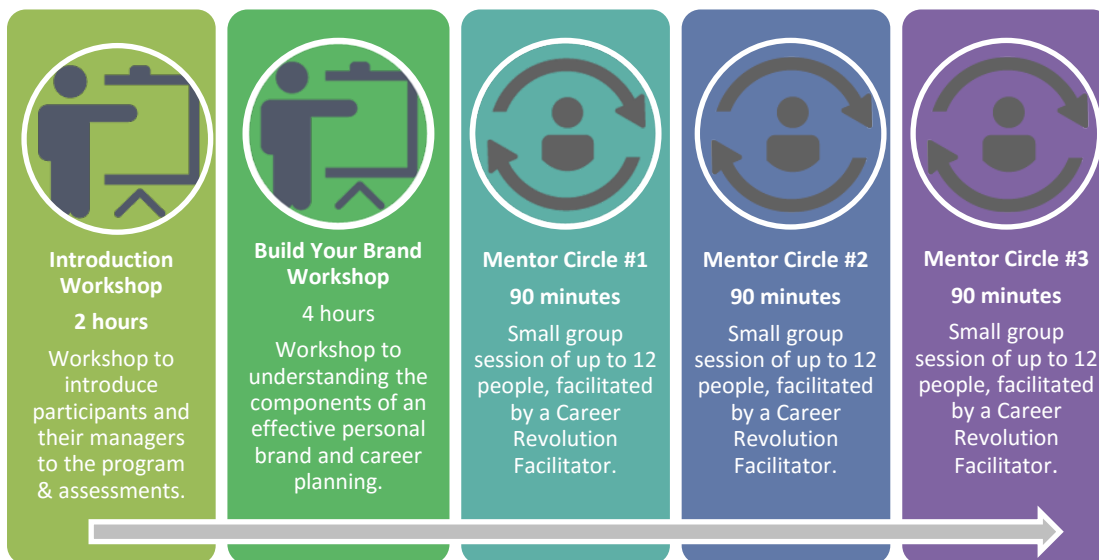
*Participants:* 12+

Program is recommended to run over a 3 to 4 month timeframe and includes assignments in between sessions.

### As a result of the AccelerateME™ Program, participants will:

- Understand what career success looks like in today's changing workplace.
- Articulate the biggest mindset and perception gaps impacting their career progression.
- Receive 360 degree feedback on the mindsets most impacting emerging professionals in today's workplace.
- Practice proven communication techniques to influence others without authority.
- Utilize feedback and coaching to build a personal development and accountability plan.
- Build peer mentoring capabilities as well as relationships across divisions or functional areas.
- Leverage natural strengths to be more productive and
- Initiate career conversations with their manager.

### How a Typical Program Works



## AccelerateME™ Sample Program Outline

### Session 1: **Manager Introduction Workshop** (1.5 hours)

Objectives – In this session **managers** will:

- Understand the changing dynamics of the workplace.
- Be introduced to the 7 Mindsets Model and how it will be used to develop their participants
- Understand their role in participant's success, including what to expect and how to support participants.

### Session 1: **Participant Introduction Workshop** (1.5 hours)

Objectives - In this session **participants** will:

- Learn the components of effective career development in today's changing workplace.
- Assess themselves against the 7-Mindsets to identify personal areas of strength and those to develop.
- Complete a Strengths Assessment (to be debriefed in next session).
- Complete AccelerateME™ Self-Assessment

### Session 2: **Build Your Brand Workshop** (4 hours)

Objectives - In this session **participants** will:

- Using their Strengths Assessment results, identify strengths and natural talents.
- Connect strengths to what energizes them and what drains them.
- Trigger the AccelerateME™ 360 feedback Assessment by requesting feedback from managers and co-workers.
- Learn the components of a powerful personal brand.

### Session 3: **Mentor Circle #1** (1.5 hours)

- Sample Discussion Topic: Your AccelerateME™ 360 Assessment – What do I do with this feedback?
- Assignment #1

### Session 4: **Mentor Circle #2** (1.5 hours)

- Sample Discussion Topic: Influencing in Your Role – What works and what doesn't?
- Assignment #2

### Session 5: **Mentor Circle #3** (1.5 hours)

- Sample Discussion Topic: The Big Picture – Completing a personal development and accountability plan.
- Assignment #3

**Note:** Additional Training modules and Mentor Circles can be added based on needs of the organization.

## Coaching Circles

**Target Audience:** Emerging Leaders Professionals – all levels

**Time Investment:** 1.5-2 hour sessions every 4-6 weeks.

### What's a Coaching Circle?

Coaching circles are a cost effective and collaborative way to develop the career growth and leadership bench strength of a team, specific leadership level or organization. A Career Revolution master facilitator will work with groups of up to 15 mid-career and emerging leaders every 4 to 6 weeks to address common career development challenges and goals. Length of the program will be determined based on customized program objectives. Typical programs run for 6 months or 4 to 6 sessions.

### Who Should Attend?

Organizations identify groups of early-career, mid-career or emerging leaders with a common set of business objectives or learning needs.

Coaching Circles are great for employees who:

1. have been identified as high potential
2. are in the same department, team or project team
3. are of similar point in their career or management levels, even if in different functions

### Expected Results

The specific goals of each program will be customized to the needs of the group and organization.

Below are some example program outcomes.

As a result of Coaching Circles, participants will:

- Address the changing dynamics of the workplace impacting career growth and learning.
- Discover their top 7 strengths and how to maximize them for targeted career growth in the changing workforce.
- Uncover the drainers keeping them from being their best energized innovative self.
- Re-discover passions and identify strategies to leverage them for innovation and growth.
- Understand how to align their unique strengths to individual and team goals.
- Assess their “Influencer IQ” as they strive to get their ideas heard in a competitive landscape.
- Build a career development plan addressing both personal and organizational goals.

## Master Mentor Certification Overview

**Target Audience:** Emerging Professionals & People Managers.

**Time Investment:** 15-20 hours (depending on group size).

**Pre-requisite:** Participation in AccelerateME™ or The New Workforce IQ™ Program.

The Master Mentor certification process allows organizations to tap candidates from the AccelerateME™ program and New Workforce IQ™ Manager's Program to build an internal team of peer mentors and coaches with the skills to engage, develop and retain top talent. This certification focuses on long term and sustainable culture change as your Master Mentors continually demonstrate effective career conversations, problem solving, conflict resolution and the ability to recognize and develop top talent.

### As a part of this certification, participants will:

- Attend a 3-hour Master Mentor training program.
- Complete an Individual Strengths Assessment.
- Attend Master Mentor Coaching Circles – 90-minute sessions scheduled monthly for 3 months.
- Receive 1:1 Coaching support during duration of program.
- Create a Master Mentor Development Plan to begin mentoring others.

### Program includes the following support for the Program Manager:

- Communication templates to send to participants and their managers to prepare them for the program.
- Sample participant program evaluation form.
- Debrief meeting to help the organization understand trends in program participant's ongoing development and engagement needs.

## Influence Without Authority

**Target Audience:** Emerging Professionals – all levels

**Time Investment:** 4 Hours

The *Influencing without Authority* module focuses on the tenets of good communication and how we apply those skills when trying to get others to do what we need them to at work. Through the use of improvisational acting, Career Revolution utilizes professional actors to demonstrate the effects of being engaged, knowing your audience and adapting in the moment. By learning to exaggerate these skills, participants experience a new, more successful way of interacting that breaks the mold of traditional classroom learning. The workshop will use humor to create an environment in which participants can relax, laugh and learn.

Participants will improve their **Influence Power** by:

- ✓ Connecting their natural communication style to their *natural influence strengths* and challenges.
- ✓ Practicing the *principles of influence* each can personally benefit from most.
- ✓ Navigating the most common *influence traps* that get us into trouble.
- ✓ Creating a *personal influence plan* to strategically address those they have to influence in the next 30 days.

