



Priority Learning
inspiring tomorrow's performance...

Associate POP Series

Why/Purpose:

The Associates Series for People of Potential is designed for new and aspiring employees who demonstrate the potential to grow into leadership positions. The series consists of seven full workshop days over seven months and provides the basics of professionalism and good management skills. There are assignments between sessions to enhance growth while going through this series. 2023/24 Schedule: 11/30, 12/21/23, 1/25/24, 2/22, 3/21, 4/25, and 5/23

Workshops are based on the following five major elements - Facilitated by Ralph Twombly

- ◇ **Vision and Leadership**
 - ◇ Envision the future
 - ◇ Clarify values
 - ◇ Set expectations
- ◇ **Leadership Tools That Work**
 - ◇ How tools work
 - ◇ Problem solving
 - ◇ Self delegate
- ◇ **Communication**
 - ◇ Foster collaboration
 - ◇ Voicing career and life
 - ◇ Communicate up, down, and across
- ◇ **Networking**
 - ◇ The case against going it alone
 - ◇ Building relationships
 - ◇ Coaching and mentoring
- ◇ **Change As a Way of Life**
 - ◇ Recognize contributions
 - ◇ Celebrate values and victories

First day is dedicated to set up, introductions, and knowledge of what's ahead. The last day is about putting it all together and prepping for Graduation.

We encourage these people of potential to:

- ◆ Stretch beyond 10% to learn and develop
- ◆ Select a mentor or two to share their learning experiences
- ◆ Practice what they learn between sessions and present how it went the next day of the series
- ◆ Start leading and be visible and credible moving forward in their careers

Also featured in this series:

1. Emotional Intelligence
 - ◇ Self Analysis
 - ◇ Self Regulation
 - ◇ Empathy
 - ◇ Relationship Building
 - ◇ Motivation
1. Myers-Briggs Step II Assessment
 - ⇒ Diversity
 - ⇒ Understanding of self/others

Applications:

The above elements can be applied immediately. All elements have real-life exercise/s, are discussed thoroughly, and we encourage all participants to plan how they will apply the tools immediately with their own employees between sessions as well as setting immediate goals and execution.

Contact:

Lorraine@PriorityLearningResearch.com

(207) 653-2552

