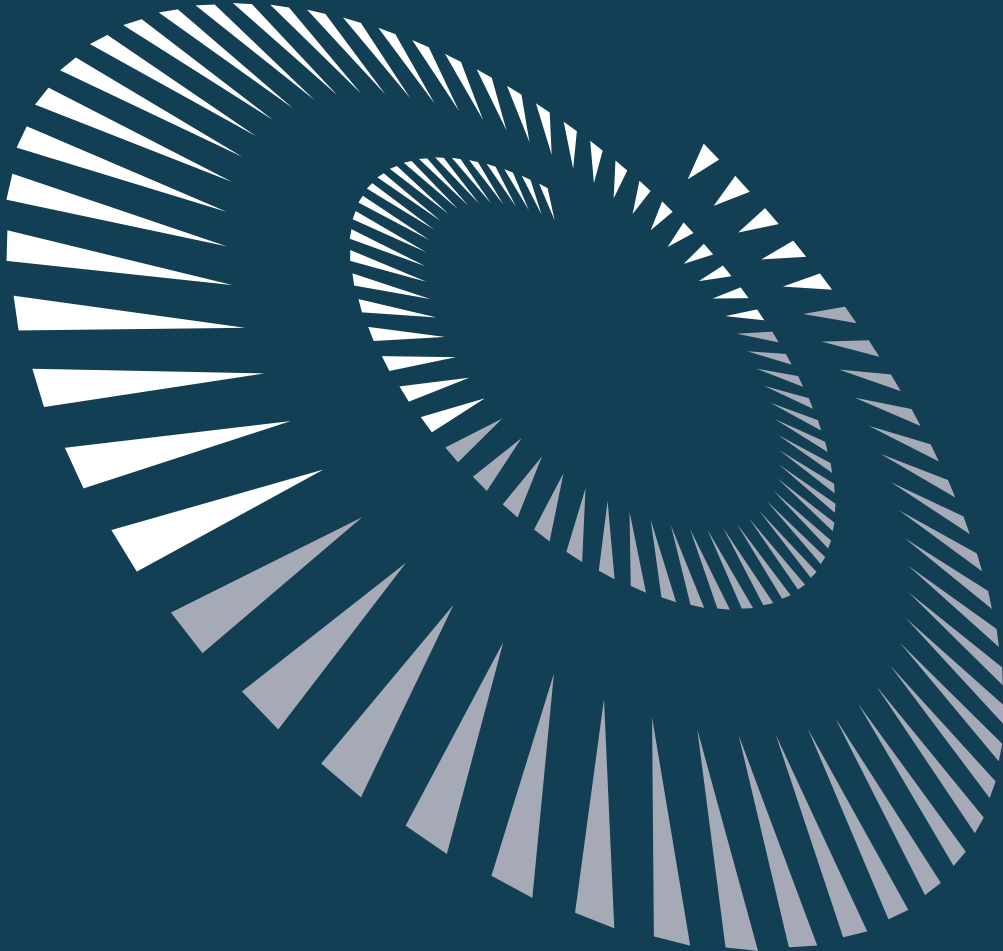


***BRIGHT FUTURES***  
**PRINCIPLES OF LEADERSHIP FOR  
NEW HIGH POTENTIAL TALENT**



*New managers often invest their developmental efforts in becoming subject matter experts at the cost of learning to create, sustain, and develop interpersonal relationships.*

Although technical savvy is rewarded at foundational levels, new managers aspiring to senior level management must also become adept at establishing productive interpersonal relationships. Senior management requires collaboration, where strategic thinking emerges from groups, not solely individual subject matter expertise.

Bright Futures is a 3-day program designed for new managers, new project leaders, and/or individual contributors who have had little formal training. As these high potential individuals gain technical competency and their organizational responsibility increases they must also be prepared to assume the additional responsibilities required to manage broader aspects of the business, to lead others, and be cognizant of their own individual development.

*The ultimate goal of the Bright Futures Program is to help participants become more confident and comfortable with leadership in their managerial roles.*

This program will help participants gain an understanding of core concepts in leadership and management skills necessary to succeed and achieve short term objectives and long term career goals. Bright Futures participants come from a wide variety of industries, organizations, functional areas, and locations. This heterogeneous mixture of participants helps build a diverse network of high performing managers who are focused on merging technical competence, management capability, and execution of vision.

The ultimate goal of the Bright Futures Program is to help participants become more confident and comfortable with leadership in their managerial roles. Research based modules, experiential activities, and exposure to successful career professionals provide a practical framework to help new managers prepare a bright future for their career.

## Learning Objectives

Upon completion of this program, participants will:

- ▼ *Develop Clarity about the Difference between Leadership and Management*—Learning how to embrace as well as broaden their perspective about the role of a manager and the impact of leaders; begin identifying career derailers;
- ▼ *Develop Effective Communication Skills*—To help communicate the organization's vision and provide clarity to more operational employees to achieving business goals
- ▼ *Develop an Awareness of Organizational Politics and Culture*—Especially as it pertains to minorities' career success and development
- ▼ *Network More Effectively*—Learn how to cultivate and manage productive relationships in and around the workplace;

- ▼ *Increase Self Awareness*—Regarding individual leadership styles, strengths, and weaknesses;
- ▼ *Create a Career Plan for Development*—Which includes developmental activities, transition strategies, and short- and long-term goals.

## Who Should Attend

This program series is designed for high-performing minority professionals in corporate America who are:

- ▼ High potential employees who are demonstrating technical mastery
- ▼ First-time managers, new project leaders, team leaders, individual contributors
- ▼ Early-career (i.e. 2-5 years in career)
- ▼ Willing to listen, learn, and be challenged

## Registration

Participation in the Bright Futures program is by application only. Please download and complete the application in its entirety. It is understood that if this application is accepted, the participant will be completely free from official duties during the program. As seats in this year's program are limited, we strongly suggest submitting your completed application and materials as soon as possible. Incomplete application submissions will not be reviewed.

## Fee/\$3,400

The program fee includes instruction, assessments, pre & post program materials, and planned meals. The fee does not include hotel accommodations, transportation, or other incidental costs.

## Cancellation Policy

Due to the inherent costs of establishing, holding, and refilling participant slots along with associated administrative costs, the following cancellation charge schedule has been established for cancellations submitted in writing (email will suffice):

- ▼ **3 to 6 weeks prior:** participant will be charged 50% of program fee
- ▼ **Within 3 weeks:** participant will be charged 75% of program fee
- ▼ **Within 1 week:** participant will be charged 100% of program fee

### KEY PROGRAMMATIC FEATURES

- Safe forum to learn, practice, and develop critical leadership skill sets
- Group Facilitated Discussions
- Experiential Activities
- Research Based Modules
- Exposure to successful career professionals
- Unparalleled Networking
- Regional Program Sites
- Connectivity between cohort members and other program alumni
- Curriculum designed, facilitated, and supported primarily by minority leadership development experts for high-potential minority talent.

### MODULES

- The Executive Leadership Council Panel Discussions
- 360° & Self Assessment
- Networking
- Organizational Politics
- Goal Setting/Career Planning



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