



# ***STRENGTHENING THE PIPELINE***

## **CRITICAL FACTORS FOR SUCCESSFUL LEADERS**





## 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
- Membership into the Next Generation Network ([www.nextgennetwork.com](http://www.nextgennetwork.com))
- Connectivity between cohort members and other program alumni
- Curriculum designed, facilitated, and supported primarily by minority leadership development experts for high-potential minority talent.

*In the past year, how much have you developed your professional career?*

*Successful development takes time, commitment, and direction.*

Ultimately, leadership is the critical factor to achieving personal success and organizational strength. If you are a leader seeking a learning experience to help sharpen your skills and abilities to reach new depths of personal and professional development, Strengthening the Pipeline may be the right program for you. If you have the commitment, we can help you with the direction.

Strengthening the Pipeline: Critical Factors for Successful Leaders is the flagship leadership developmental initiative offered by the Executive Leadership Council's Institute for Leadership Development & Research. Strengthening the Pipeline is a 5-day program designed for mid-career, managers, sr. project leaders, directors, and new vice-presidents. As these experienced high-potential leaders transition from managing people and projects to leading people and implementing concepts they must begin thinking and behaving in different ways. In addition, these leaders must be prepared to lead people without relying on technical mastery and potentially without real organizational authority. These mid-career professionals must also be cognizant of their own individual development as well as the development of their direct reports and how individual development enhances the overall effectiveness of the organization.

This program will help participants gain an understanding of more advanced concepts in leadership with a special emphasis on enhancing self-awareness, learning to navigate the organization, and creating a career development plan. Strengthening the Pipeline 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 leaders who are focused on increasing their leadership capacity to help execute the vision organization.

Ultimately, the Strengthening the Pipeline program helps participants develop their leadership capacity so they are not overwhelmed by the pressures and responsibilities of management at their level and beyond. Research based modules, experiential activities, and exposure to various Executive Leadership Council (ELC) members provide a practical framework to help these leaders prepare for the stress and grandeur of a success career. The ELC is a unique, national membership organization representing a cadre of executive level men and women who bring unparalleled insight to a variety of business issues. As a participant in the Strengthening the Pipeline participants will be assessed, developed, mentored, and coached for success in the future.

## Learning Objectives

This development series for high performing corporate professionals focuses on proven strategies leaders need for continued success and recognition. The desired outcomes for participants are to:

- ▼ Increase self-awareness regarding individual leadership styles, strengths, and weaknesses;

- ▼ Develop an astute sense of organizational politics and culture;
- ▼ Learn how to cultivate and manage relationships in and around the workplace;
- ▼ Discuss some of the intangible factors which influence the decisions of business leaders;
- ▼ Understand how to leverage intrapreneurialism for organizational and corporate success;
- ▼ Create a career development plan which includes developmental activities, transition strategies, and short- and long-term goals.

Additionally, attending this program will specifically help participants to:

- ▼ Network more effectively;
- ▼ Learn how to mentor and be mentored;
- ▼ Identify factors which can derail a career;
- ▼ Broaden their perspective about their current job function;
- ▼ Increase their professional network of managers and executives.

## Who Should Attend

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

- ▼ High potential leaders with proven success and maturity in a professional environment
- ▼ Mid-career (i.e. 6-15 years in career)
- ▼ Sr. Project Leaders, Managers, Directors, and New Vice-Presidents
- ▼ Aspirations to contribute at a higher level within the organization
- ▼ Willing to listen, learn, and be challenged

## Registration

Participation in the Strengthening the Pipeline program is by application only. Please download and complete the application in its entirety. In addition to the application, prospective participants need to mail to the Institute for Leadership Development & Research a signed letter of endorsement from an authorized senior

### MODULES

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

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*It is understood that if this application is accepted, the participant will be completely free from official duties during the program.*

officer who recommends the candidate to the program AND/OR is familiar with the company's future plans for the candidate. The endorser should send a single page letter addressing: (a) the reason(s) for nominating this individual to the program, (b) the applicant's managerial/executive potential, (c) the areas of the organization in which the company sees this applicant advancing, and/or (d) any additional comments. 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 completed application and materials as soon as possible. Incomplete application submissions will not be reviewed.

## Fee/\$6,500

Upon participants acceptance into this year's Strengthening the Pipeline program, we will send an invoice for the program fee. Invoice can be paid by credit card or check by contacting Merkena Cooper (ELC Staff Accountant at [mcooper@elcinfo.com](mailto:mcooper@elcinfo.com) or 703.706.5269). Invoices must be paid before the start of the program. The fee includes the program, 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



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