



EMERGING LEADERS PROGRAM

Packed with battle-tested tools, strategies, and insights to help you figure out what you want and develop the skills you need to get there, this program is practical, immediately useful, and proven to help you advance, deliver results, increase impact, and find greater professional and personal fulfillment.



2-hour, live monthly workshops




Curated small groups to expand learning & build relationships



Lumina Spark leadership assessment



Exclusive virtual community with peers, experts, and facilitators



Bridgework to deepen learning and guide small groups



Real-world scenarios and practical application

2024 PROGRAM CURRICULUM

Module 1

Positioning Your Career For Success

Session 1: Building Growth-mindedness

- Introductions and program overview
- Confidence, resilience, and growth-mindedness

Session 2: Charting Your Career Path

- Moving through the stages of leadership
- Building your career plan with "The Four Factors"

Session 3: Speaking the Language of Business

- Building business, financial and strategic acumen
- Leveraging mentors, allies, advocates, and sponsors

Module 2

Leader, Know Thyself

Session 4: Shaping Your Leadership Style

- The neuroscience of decision-making
- Understanding core motivations
- How values and fears shape your leadership style

Session 5: Your Lumina Spark

- Strengthening self-awareness and self-regulation
- The Lumina psychometric leadership model

Session 6: Managing Reactivity and Stress

- Understanding and managing your overextended / stress behaviors
- What stresses you and energizes you
- Mitigating burnout

Module 3

Motivating and Influencing Others

Session 7: Building Rapport and Influencing Others

- Building rapport and speed-reading others
- Effective communication
- Motivating and influencing others

Session 8: Managing Up

- The good, the bad, and the ugly of managing up
- Building a persuasive business case

Session 9: Dealing with Conflict

- Identifying and resolving conflict
- Dealing with hidden conflict
- De-escalation and positive culture-building

Module 4

Driving Team Success

Session 10: Effective Delegation

- Barriers to delegation
- Delegation types
- Accountability
- Prioritization and expectation-setting

Session 11: Giving and Receiving Effective Feedback

- The four parts of the feedback loop
- How to create trust and safety
- Creating a positive feedback loop

Session 12: Sharpening Your Career Strategy

- Building burnout management into your leadership style
- Sharpening and implementing your career strategy
- Reflection, giving of gifts, and graduation