



At Preferred Future, we know you want to steward your organization's leaders well. In order to do that, you need to have a plan to develop and retain those leaders.

Leadership Development Program

Purpose:

- Accelerate the development of our key talent (8 to 15 leaders) who possess leadership potential in becoming the best version of themselves and learning to lead effectively.
- Leveraging a “people first” mindset to increase self-awareness and the necessary leadership skills to take on critical roles within our company.
- Prepare our top talent for when opportunities arise.
- Strengthen our “bench” across the organization.
- Amplify diversity of thought and experience.
- Invest in the whole person – the personal and professional.

Outcome:

Develop and retain leadership talent who are reaching their personal and professional goals in our organization while serving in pivotal roles and driving the success of the business.

First-Year Program Details

- On-site Program **Orientation** and **Kick-off Event**
- **Enneagram Integrative 9** Leadership Assessment and PRO Individual Report

- **Customized Enneagram Coaching Companion**
- **Six individual “1:1” coaching sessions** on-site and virtual.
- **Assigned books and videos** throughout the program (customizable to the organization)

Start with Why

(Simon Sinek)

Five Dysfunctions of a Team

(Patrick Lencioni)

Radical Candor

(Kim Scott)

The 7 Habits of Highly Effective People

(Franklin Covey)

The Ideal Team Player

(Patrick Lencioni)

- **Five on-site workshops** to discuss Enneagram modules, review leadership development content, engage in discussions with senior executives about the application of lessons learned, and engage in small group coaching; topics include Building Trust, Productive Conflict, Decision Making, and Effective Communication
- Leaders will be divided into diverse, smaller **PODS** which meet between our workshops.
- **Celebration Capstone Dinner**

See a sample calendar on page 2

Sample Calendar

Month 1 Introductory email sent to candidates	Month 2 Orientation Call	Month 3 Participants sent Enneagram assessment & leader reflection document Enneagram Assessment Due	Month 4 Orientation Session and Kick-Off Dinner <i>Coaching 1 of 6 Individual Coaching Sessions (in-person)</i>	Month 5 <u>Workshop #1</u> On Site Book: <i>Start with Why</i>
Month 6 <i>Coaching 2 of 6 Individual Coaching Sessions (Zoom or by phone)</i>	Month 7 <u>Workshop #2</u> On Site Book: <i>The Five Dysfunctions of A Team</i>	Month 8 <i>Coaching 3 of 6 Individual Coaching Sessions (Zoom or by phone)</i>	Month 9 <u>Workshop #3</u> On Site Book: <i>Radical Candor</i>	Month 10 <i>Coaching 4 of 6 Individual Coaching Sessions (Zoom or by phone)</i>
Month 11 <u>Workshop #4</u> On Site Book: <i>The 7 Habits of Highly Effective People</i>	Month 12 <i>Coaching 5 of 6 Individual Coaching Sessions (Zoom or by phone)</i>	Month 13 <i>Coaching 6 of 6 Individual Coaching Sessions (Zoom or by phone)</i>	Month 14 <u>Workshop #5</u> On Site Book: <i>The Ideal Team Player</i> Graduation Dinner Celebration	



Jeff Earnhardt
770-855-2190
jeff@preferredfuturecoach.com



PreferredFutureCoach.com