

MAXIMIZING YOUR LEADERSHIP POTENTIAL

SUCCEEDING AS A MANAGER REQUIRES A NEW SET OF SKILLS.

To understand and motivate others, leaders must be able to shift from a mindset of “me” to “we.” Changing from the role of successful individual contributor to effective manager of people and projects is one of the most difficult transitions for any leader. Shifting focus from individual performance to team performance presents new challenges and requires new skills.

We’re here to help. Maximizing Your Leadership Potential (MLP) is an in-depth skill-building training for new leaders to grow their first-level manager effectiveness. Participants practice mastering the 4 key roles every leader must play: player, manager, coach, and leader — and how to choose the right role in the moment. Through coaching and experiential practice in a dynamic, peer-based learning environment, participants learn the skills they need to thrive at the next level.

**Managing people and projects
requires more than a new skillset.
It requires leadership versatility.**

MLP at a Glance



Leader Level: First-Level Managers and High Potentials



Program Fee: \$4,400/Person



Length: 2.5-Days



Average Class Size: 24



Instructor/Participant Ratio: 1:12



Delivery Format: In Person



Upcoming Dates: MLP is offered [multiple times throughout the year](#) at Eckerd College.

What Participants Learn

- ✓ How to leverage the 4 essential roles of leadership (player, manager, coach, leader) to improve leadership effectiveness
- ✓ Strategies to increase performance using the role of manager
- ✓ Influence tactics to maximize impact in the role of leader
- ✓ How to align intentions with impact to become a more effective communicator
- ✓ Techniques to deliver effective feedback, manage conflict, and influence others
- ✓ How personal strengths and weaknesses affect leadership styles

LEARN THE 4 ESSENTIAL ROLES OF LEADERSHIP

SUCCESSFUL MANAGERS MUST PLAY



PLAYER

Does the work to
produce direct value



MANAGER

Directs the work to drive
performance and problem
solving



COACH

Develops others to grow
capabilities over time



LEADER

Inspires others within
teams and organizations

Challenges Addressed

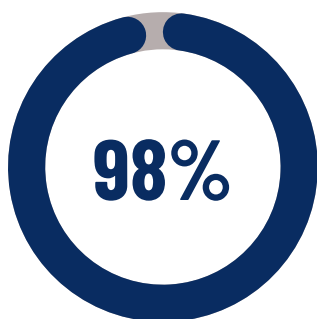
We understand the challenges faced by today's first-time managers, and this program tackles them head on:

- ✓ Managing people and competing priorities
- ✓ Establishing credibility when moving from peer to boss
- ✓ Influencing others with and without authority
- ✓ Building and developing engaged teams
- ✓ Increasing engagement and commitment among diverse groups and within challenging contexts

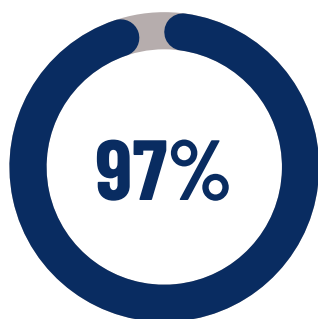
Special Features Include:

- ✓ Research-based content that focuses on the issues that matter most for frontline managers
- ✓ Intense, personalized feedback and coaching
- ✓ Interactive, hands-on format utilizes experiential learning to prepare participants to take action back at work
- ✓ Coaching and take-home tools support newly enhanced skills of influencing, giving and receiving feedback, communicating, and facilitating effective performance and developmental conversations
- ✓ Ongoing support through CCL's exclusive alumni community

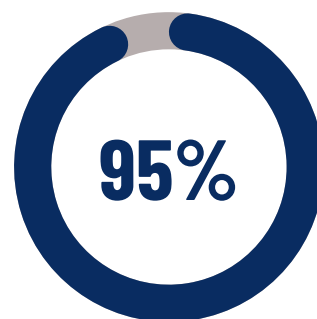
What Participants Say About Maximizing Your Leadership Potential



would recommend
this program to
others



have been able to
apply program lessons
at work



say they're more
effective as a leader



"This program provided a comprehensive look at how you can truly maximize your leadership potential. It helped me assess my role and contribution as a player, manager, coach, and leader. I feel more equipped to serve my team and organization in all 4 of those capacities and look forward to continual personal growth as I continue to reach my leadership potential."

-Nicole Caliri, Manager of Talent & Organizational Development, Serco Inc.



PREPARE — GETTING STARTED

In the weeks prior to the program, participants work independently by completing required prework, including assessments, micro-lessons and reviewing assessment results to build insights and make the best use of the in-person classroom experience.

ENGAGE

In-Person Program

For 2.5 days, participants are focused on the skills that will help them achieve the results they need back in the workplace. Led by highly qualified faculty, MLP is a safe—but challenging—environment for learning, practice and goal setting.

DAY 1	DAY 2	DAY 3
Leadership Versatility & Role of Manager	Role of Coach & Role of Leader	Making Your Leadership Happen

APPLY — SUSTAIN YOUR LEARNING

Following the in-person classroom experience, participants apply and sustain their learning with a package of resources. Ongoing support includes two 30-minute post-program coaching sessions and access to eLearning designed to reinforce the lessons from the program, including courses, books, podcasts and leadership micro-challenges.



How to get in touch

First-level managers and high-potentials need support in order to succeed. We're here to provide it. Email us at ldi@eckerd.edu or visit leadership.eckerd.edu to inquire more.



ECKERD COLLEGE
LEADERSHIP DEVELOPMENT INSTITUTE