



GoHort
Puāwai me Ahumāra

EMERGING LEADERS PROGRAMME

GET SMART WITH YOUR EMOTIONS AND LEAD WITH CONFIDENCE

AIMS

This Programme supports current and emerging leaders with the core skills to understand and manage themselves and others.

The Programme delivers practical techniques to build a positive mindset, create deeper connection with others and increase performance and accountability.

INCLUSIONS

- bite sized modules of daily learning via app
- peer to peer interaction and learning workshops
- 180 feedback and coaching
- short reflective assignments to embed learning
- pastoral care

TIMING

12 week programme

FOR MORE INFO

www.emergeandtransform.com/emerging-leaders

OVERVIEW

Leaders are being challenged with more than they've ever managed before, all against the backdrop of economic uncertainty, constant change, and a future that no one can predict.

Emerging Leaders is an emotional intelligence, soft skills, and mindset development programme for supervisors, team leaders, and front-line managers.

We support leaders to create an "above the line", growth mindset, leaders and give them the tools to navigate the complex and ever-changing work environment.

This course provides practical tools and has been developed to address the unique needs of diverse learners.

LEARNING OUTCOMES

- The importance of emotional intelligence and a positive mindset at work.
- Increased self-awareness of strengths and areas to improve.
- Develop a toolkit of strategies that can be used to manage emotions and increase resilience and adaptability.
- Effective communication and conflict resolution within a diverse workforce.
- Building relationships by understanding others.
- Building a high-performing team through the skills of coaching, delegation, and accountability.
- Increase confidence to handle a variety of situations leading to improved levels of job satisfaction and overall well-being at work.



EMOTIONAL INTELLIGENCE AND SOFT SKILL DEVELOPMENT FOR MANAGERS SUPERVISORS AND TEAM LEADERS

DID YOU KNOW?

This course covers 5 of the top 10 areas required to navigate the challenges of our modern working environment. These are:

- emotional intelligence
- team functioning and collaborating with others
- inspiring and motivating others
- communication skills
- influencing change and people management



When asked if they would recommend this programme, here's what previous participants have said:

"Yes, because a person that is leading a team needs to have knowledge about emotional intelligence."

"Yes, because for people who have never encountered any of these learnings before it will be very beneficial to their career progression."

"Yes, I think everyone should do this training. I have gained so much which has benefitted me greatly both personally and at work."

"Yes definitely, it's opened my eyes to how we interact with others, and the more people know and understand how we and others work, it will improve our lives."

WORKSHOP CONTENT

Includes:

- What is Emotional Intelligence and Why Is it Important
- Understanding Self (personality, triggers and biases)
- Emotional Regulation and Self-Leadership
- Having Courageous Conversations
- Coaching Teams and Effective Delegation
- Building Trust to Motivate and Inspire your team

TIME COMMITMENT

Here are the requirements over the 12-week period:

- 20 mins of daily learning (Mon-Friday) via a learning app
- 2 x face-to-face workshops (5 hours)
- 4 online workshops (8 hours)
- personalised coaching sessions (3 hours)
- short reflective assignments to demonstrate learning
- creation of a final toolkit of strategies learned from the course.

ARE YOU THE RIGHT FIT?

To get the most out of this programme, participants should:

- be currently leading a team
- have a desire to grow their leadership capability
- be able to navigate technology (both computer and smartphone)
- have a growth mindset and be open to learning
- love to learn and committed to doing the work to complete the course.

| Date | Activity |
|------------------------------------|--|
| 21 March 2025 (Friday) 9 - 1 pm | Welcome Workshop and Intro to Emotional Intelligence Venue: TBA (includes lunch) |
| From 24 March | Intro to EQ modules start |
| 180 Feedback Process | Following the Welcome Workshop we will start collecting your feedback (Manager + Self Assessment) |
| From 31 March | Self Awareness modules start |
| Thursday, 10 April 10 - 12 noon | Peer-to-Peer learning Session 1: Self Awareness (online, via Zoom) |
| From 14 April | Self Management modules start |
| mid-April onwards | 1:1 coaching sessions begin (arranged at a convenient time for you and your coach) |
| Thursday, 24 April 10 - 12 noon | Peer-to-Peer learning Session 2: Self Management -Emotional Regulation (online, via Zoom) |
| From 28 April | Social Awareness modules start |
| Thursday, 8 May 10 - 12 noon | Peer-to-Peer learning Session 3: Conflict Resolution and Having Difficult Conversations (online, via Zoom) |
| From 12 May | Social (Relationship) Management modules start |
| Thursday, 22 May 10 - 12 noon | Peer-to-Peer learning Session 4: Coaching and Delegation (online, via Zoom) |
| | Learning modules end on 23 May All course work (assignments) completed 30 May |
| Friday, 13 June 10 - 1pm | Final Workshop and Course Completion (venue TBA) includes lunch |