

Emerging Leader Program for Individual Contributors and New Leaders

Prepare for a Leadership Position in 6 Months

An **Emerging Leader program** for individual contributors and recently promoted leaders who want to learn how to optimize their leadership capabilities and lack access to a corporate emerging leader program from within their organization.

\$499/mo. x 6 months

Pre-test, receive customized coaching assignments for improvement, **post-test**. Graduate with tangible evidence of your improvements from Pre-test to Post-test. (see page 3, sample overview report). **Individual Competency Reports** provide a comprehensive understanding of an individual's attitudes and behaviors that impact his/her level of the competency in the following 10 competencies:

Achievement Orientation
Communication
Energizing People
Impact and Influence
Innovation

Leading People
Learning Agility
Problem Solving
Resilience and Perseverance
Strategic Thinking

Pre-Test your Emerging Leader Behavioral Competencies

- Debrief of results + assignments from results + development strategy with Pamela
- 1.5 hours per month with your Cohort on Zoom with Pamela Stambaugh facilitating
- 1 or more hours a month with your Accountability Partner (depending on your goals)
- Read 3 books minimum + Edelman Trust Barometer + one White Paper
- Pamela will request interim check-ins with each participant
- Pass a Final Test by writing a response to the White Paper and discussing your response with Pamela

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Additionally, in this program you will:

- Receive feedback on your “Growth Mindset” based on the book, “Mindset” by Dr. Carol Dweck.
- Engage in meaningful dialog around **Mastering Culture**: Diversity, Equity and Inclusion, Social Injustice, and all related issues that have become very important to leaders today.
- Read the **Edelman Trust Barometer**, 2020 and 2021 editions for discussion pursuant to **Mastering Culture** as noted in the point above.
- Read a **minimum of three books** from a book list that will be provided that will support your development and ability to hold your own in dialog with leaders.
- Participate in a **monthly Zoom with fellow Cohort members** to discuss leadership matters and brainstorm with others your specific goals for leadership and how to overcome your challenges.
- Pair up with one fellow Cohort member as an accountability partner to practice changes in behavior and measure your progress toward YOUR goals. You will be paired with someone who is strong in your area(s) of behavioral weakness, to listen for your growth in capability in these areas. Likewise, you with them.
- The **Final Test** of this Emerging Leader Program is to read a White Paper and respond as if you are a leader in an organization. A leader, to be effective, must demonstrate **authenticity** and **courage**. You will demonstrate your authenticity and courage by responding to the issues discussed in the white paper, “**Leadership, Trust, and Strategic Planning Hand in Hand? Not so much.**” How would YOU resolve the issues brought forth in this White Paper?



The following is page one of the **Behavioral Competency Analysis OVERVIEW report (sample)**. Your report will include drill down specific traits of each Behavioral Competency to determine your unique development plan including Coaching Tips.

Behavioral Competency Analysis

Report for ID: HA6-461700
Compared to: Emerging Leader Overview #LC13

REPORT FOR
ID: HA6-461700

DATE OF COMPLETION
2015-05-14

RELIABILITY - 100.0%
Answers were very likely
accurate and truthful

ORGANIZATION
Accountability Pays Bureau

VIEW INSTRUCTIONAL VIDEO
[public.harrisonassessments.com/
BCvideo/Overview_en_US.html](http://public.harrisonassessments.com/BCvideo/Overview_en_US.html)



Emerging Leader Overview

This report identifies the specific factors related to Emerging Leader Overview and shows how the employee's score for each related factor impacts success for this behavioral competency.

Competencies <i>(in order of importance)</i>	ID: HA6-461700's Score	Negative Impact < > Positive Impact																		
		Very strong	Strong	Substantial	Moderate	Slight	No impact	Slight	Moderate	Substantial	Strong	Very strong								
Communication: <i>Promotes clear understandings, presents clear ideas, speaks up regarding concerns, listens effectively, provides timely and helpful information, and takes responsibility to confirm that communications are received.</i>	8.3																			
Energizing People: <i>Motivates others to achieve goals, articulates a common vision, engages team members, relates openly, and empowers others to achieve.</i>	9.0																			
Learning Agility: <i>Gains knowledge from experiences, successes, and mistakes, and applies that knowledge to new situations or responsibilities.</i>	9.3																			
Problem Solving: <i>Is perceptive and logical when identifying problems, finds the source or cause of problems, and thinks through potential difficulties of the solution steps.</i>	8.8																			

Additional Collaborative, Community Resources Post-Graduation

- Support communicating your value to appropriate audiences, internal or external
- Ongoing communications with the Cohort for trends in the marketplace that would be relevant and meaningful to the Cohort participants



Pamela Stambaugh, MBA

Pamela Stambaugh, President and Founder of Accountability Pays Inc. has 30 years' experience elevating leaders' thinking and creating ideal team dynamics, optimizing business systems for growth, senior or emerging leader assessment and development, employee engagement, succession planning and more. Included in her methodology, Pamela is an accredited trainer/facilitator in CEO Tools, 7 Dimensions of Team Power, The Speed of Trust, and thXe Leadership Impact Survey for assessing and achieving the ideal team performance. She is a managing partner and master trainer of Harrison Assessments with 22 years' experience. Accountability Pays is a Certified Woman Owned Business, and

also certified DBE, CPUC, WOSB.

Sample of companies Pamela Stambaugh is entrusted by:



Please contact us about the next available cohort.

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