



ExecGen

PROGRAM PURPOSE, DESIGN & ORGANIZATION

ExecGen is a leadership program for seasoned professionals with 20 or more years of experience. Using the insights found in emotional intelligence, participants will engage in a hands-on experience in building emotional and practical leadership competencies for better people management. With an emphasis on servant leadership, ExecGen will provide both mindsets and actions to help participants solidify this particular leadership style into their everyday work.

DIFFERENTIATORS



Social impact

ExecGen participants and their sponsoring companies are part of impacting the greater nonprofit community. First, the program itself sets aside 10% of fees to ensure nonprofit leaders and employees also can benefit from this program. Furthermore, ExecGen participants engage in a "Serve Day" for a chosen nonprofit, helping to support a cause with a signature event.



Servant-leader focused

While there are many useful and effective leadership styles, ExecGen is focused on a servant leadership style. We believe the world can be positively impacted with more servant leadership. This theme is woven through as many aspects of the program as possible, giving participants opportunities to both learn AND demonstrate servant leadership.



Concentration on mindset

ExecGen builds on the experienced professional's emotional intelligence by taking an "inside-out" approach. Participants will explore their own limited thinking and mindsets that keep them from fulfillment at work and in life.



Customized training

Training content is pre-planned for program alignment, however, participant input is utilized to create real-time adjustments to ensure content is relevant to each unique class.

PROGRAM COMPONENTS AND DETAILS

Assessments **EQ 360** | At the beginning of the program, ExecGen participants will engage in EQ 360 assessment. This assessment tells the participant what it FEELS like to “be on the other side” of them. It’s a concentrated look at how the professional is showing up in every area of their life, revealing strengths and areas of opportunity. Additionally, participants receive a 1:1 coaching debrief on the assessment to understand 1) how to interpret their results and 2) how to use it to catalyze personal and professional growth.

IPM-Insights for People Management | The IPM Assessment uses neuroscience to help leaders better understand themselves and their natural brain style while providing insight into how to identify how others think. This knowledge helps leaders of people increase self-awareness, build confidence and improve people management skills to enhance performance. Participants also receive follow-up training with IPM.

Predictive Index | Predictive Index (PI) Behavioral Assessment is a highly effective, yet simple, science-based assessment that is broken down into four primary behavioral factors, or core drives. These core drives and their relation to each other create a behavioral pattern that provides a simple framework for understanding the workplace behaviors of candidates and employees. The results make it easy to predict workplace behaviors and motivating needs.

Training **IPM-Insights for People Management** | IPM helps participants identify their Brain Talents and how these can be leveraged to put EQ into action to increase their effectiveness in leading, collaborating and working with others to improve performance.

Coaching Essentials | Coaching Essentials is a skills-based training program designed to help leaders integrate coaching behaviors into their leadership style by understanding the coaching process and developing essential coaching skills that help them develop others.

CARE to Lead | CARE to Lead is a model for servant leadership that incorporates the 18 attributes of servant leadership into four simple, holistic and transformational steps. Participants will not only learn how to use this model in their own leadership, but also discover ways it can be used to uncover dysfunctional leadership behaviors in direct reports and address them while maintaining relationships.

Predictive Index | Predictive Index provides the participant with data to improve his/her understanding of their workplace team to formulate coaching needs and better team collaboration. ExecGen participants will participate in a PI assessment and receive a workshop on using PI to better lead their team in the workplace.

Change Management | Change Management is a workshop designed to help senior/experienced leaders develop strategies for creating and controlling change while helping their people adapt to change.

Executive Coaching Each ExecGen participant receives up to ten (10) one-hour executive coaching sessions with a certified coach. In February, participants will engage in a coach-matching process to choose their coach from ExecGen’s carefully vetted group of coaches. The focus of the coaching is specific to each participant’s needs, goals and results of their 360.

Calendar An ExecGen calendar with specific dates for events and training sessions is available and provided to participants upon enrollment. You may request a copy of this calendar in advance as well.

