

# The Emerging Leaders Series

This program is designed for High Potentials and Hot Recruits expected to move into successively important leadership roles within an organization. The workshops provide concepts, tools, strategies and support to managers as they approach crucial career developmental phases ensuring organizational stability. Companies depend on leaders who are consistent, creative and competitive, however there are additional qualities to effective leaders. They exude authenticity, maturity, wisdom and show a sense of grace, integrity and dignity that attract followers, gain commitment and foster consistent execution. The Emerging Leaders Series provides a continuous mechanism where highly valued executives integrate learning and execution in a unique workshop format.

Based on his highest rated class at the US Air Force Academy's Department of Behavioral Sciences & Leadership, Dr. Stephen Long leads four separate groups through their developmental phases based on his proprietary Execution IQ™ concept enabling managers to continuously grow, meet challenges and lead effectively. Applying a synthesized curriculum for each career developmental stage, the workshops offer a unique opportunity to coordinate executive development with organizational initiatives. Companies may send up to five people to each workshop module. Motere accepts four organizations for each module.

Modules:

- Less than five years experience with managers who are 27 years old and younger
- Five to ten years experience between ages 28-33
- Ten to fifteen years experience between ages 34-40
- More than 15 years experience over age 40

Intact teams or people from different divisions collaborating on key strategic initiatives are ideal candidates for the Emerging Leaders Series. Participants learn and work with teams from other organizations exposing them to different ways of thinking and ways of working with greater depth and breadth than traditional workshop formats.

The Emerging Leaders Series applies a parallel teaching method. Managers are developed from the inside-out while simultaneously applying tools, frameworks, models and coaching offered through the workshops to solve problems from an outside-in approach to meet the needs of clients and stakeholders. We don't believe in busy work, role playing or one-size-fits-all. Workshops are designed in concert with organizations' projects and mission.

Participants receive complimentary Motere's proprietary behavioral analyses along with team coaching. A 30 day post-program follow up is provided to ensure learning. Individual coaching is available as an add-on service.

By building the next generation of leaders your investment engages the talent in your organization to ensure execution. The result is a leadership brand that sets your organization apart. The firm has an organizational capability that transcends any one individual.

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## MOTERE CONSULTING

High-potential leadership teams are invited to spend six days with Motere Consulting over four months. A three day workshop of classroom learning, followed by a two-month individual action learning project, and then three more days of classroom learning followed by a group leadership action learning project. It's the ideal blend of theories, tools, and application to build required leadership skills.

### **Individual High Performance – The Art of Self Management**

- Purpose & Motivation
- Performance, Duty & Ethics
- Identifying & Applying Your Gifts

Individual Performance Action Learning Project

### **High Performance Leadership – The Art of Relationship Management**

- Communication Styles & Strategies
- Bonding Forces
- Leadership Skills

Group Leadership Action Learning Project



Identified as one of North America's top 10 performance psychology consultants, Dr. Stephen Long has significantly improved performance in the realms of business, athletics and the military. He has applied his proprietary Execution IQ™ method with exceptional leaders, champion athletes, fighter pilots, military special operations personnel, elite salespeople, high performers and corporate executives resulting in 115% improvement in financial performance, 26 championship teams, over 30 All-American college athletes, an NFL MVP and enhanced national security with a zero failure rate. Through his three decades of helping organizations execute strategy, Steve applies his expertise in behavior change, psychometrics and high performance mindsets through an educative, rather than a rehabilitative, approach. Results include improved efficiency, productivity, decision-making, problem solving, planning, innovation, consistency and change.