



# Leaders of Tomorrow

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Executive Coaching and Leadership Programme



# Our Visionary Leaders



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# Is your newly promoted talent performing to their full potential?

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**A 3-6 months executive coaching and leadership training programme designed to set professionals up for success in their new roles**

People get promoted in recognition that they're performing to a high standard in their job.

When someone has proven to be capable and confident, it's easy to make the assumption that they won't need additional support in their new role. In fact, most newly promoted employees get thrown into the deep end. They are expected to have all the answers, deliver ASAP and deliver results under pressure.

We have worked with countless individuals who were either moving into new roles, had just been promoted, or were transitioning to management positions for the first time. Most of them felt overwhelmed and unsupported at the time of transition.





## Transitioning to a new role - The side effects

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*'I have no idea what I'm meant to be doing.....'*

*'They will think I am not capable and fire me!'*

*'I'm a fraud and will get found out'*

*'I'm sure my new team knows I don't know what I am talking about'*

*'I have to manage some of my peers. How can they ever truly see me as their manager?'*

*'I feel so alone, but I don't know who to turn to for support'*

*'I am spending so much time in meetings. When can I even find the time to do any work?'*

*'I have to fire someone but I don't know how to do this'*

*'I am having sleepless nights and dread opening my inbox and seeing 350 unread emails before the day has even started'*



# Support your team with Rising Star's Leaders of Tomorrow Programme



Our programme helps professionals to understand their current level of competencies in order to better utilise their strengths and find ways to overcome areas of development, in order to perform at their best.

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We coach, train and mentor people so they excel at their jobs, love what they do and in turn deliver the outstanding results you expect.

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Equip and empower your top talent for success. They are the future leaders of YOUR organisation!

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# What is our Transformative Leaders of Tomorrow Programme?

It is a 3-6 month executive coaching and leadership programme based on the transformative learning theory that shows us the process of 'perspective transformation' has three dimensions:

- Psychological (changes in understanding of the self)
- Convictional (revision of belief systems), and
- Behavioural (changes in lifestyle).

It is focused on developing and empowering top talent through a mix of training, group coaching and individual coaching sessions.

Participants will be left with a change in perspective and behaviour at work and in their life, which will enable them to show up better in the workplace and be the leaders you want them to be.

## Our Basic Programme\*:

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- 1 cohort-based training per month, including group coaching and facilitated peer coaching across the following themes:
  - Vision, Mission & Statement
  - Personal Branding (Strengths & Weaknesses)
  - Networking & Communication
  - Leadership & Executive Presence
  - Effective Operational Excellence
  - Commitment Setting, Consistency & Perseverance
- 1-2 individual coaching session per month with a dedicated coach
- Ongoing stretch assignments to maintain learning momentum

## Eligible Participants Must:

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- ✓ Be less than 1 year in the new job
- ✓ Have the aspiration to pursue senior management & leadership roles in your organisation or industry
- ✓ Have the potential to be developed into a leadership role
- ✓ Have strong past performance
- ✓ Commit to honouring all meetings with their coach and cohort for the full programme



# Programme Participants will get support, guidance and coaching so they are:



- Clear about what their **STRENGTHS** are
- Aware of their areas of **DEVELOPMENT**
- Able to define their **VISION** and **MISSION STATEMENT**
- Confident with reaching their **GOALS** (work and personal)
- Setting and delivering against realistic **EXPECTATIONS**
- Feeling comfortable with **SAYING NO & ASKING FOR HELP**
- Working **EFFECTIVELY**
- Sticking to a healthy **WORK/LIFE BALANCE**
- Able to **LET GO**
- Establishing their **PERSONAL BRANDING, EXECUTIVE PRESENCE & CREDIBILITY**
- Dealing with their **FEAR OF FAILURE** and **ANXIETY** of **UNDER-PERFORMING**





Rising Star Leadership tailors all Executive Coaching Programmes to the culture, needs and requirements of the businesses we work with. Please get in touch for a free consultation session so we can design a programme that will resonate, empower and drive enthusiasm for your top talent TODAY!

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*“When I was provided a coach as I started in my new role, I didn’t really know what I needed help with because I felt too overwhelmed, but I knew I needed someone to tell me what to do and give me clear directives on how to handle everything better. I felt completely out of my comfort zone.”*



[www.risingstarleadership.com](http://www.risingstarleadership.com)