Emerging Leaders Program
Program Overview

In the Haslam Emerging Leaders Program, you will hone your business and leadership acumen using a purposefully developed, evidence-based curriculum. The course follows a methodical approach to building leadership and management skills for emerging leaders across industries.

Through interactive learning, group discussions, lectures, cases and simulations, assessments, and personal reflections, you will explore the dynamics of leading yourself, others, and teams.

Who Should Attend?

- New and transitioning leaders who are ready, able, and inspired to create a positive impact for their teams, organizations, and communities
- High-potential leaders on the verge of expanding their managerial responsibility in their organizations

Program Objectives

- Enhance awareness of your personal leadership values, strengths, style, and effectiveness
- Build a solid foundation of immediately applicable managerial and leadership skills
- Explore practical strategies to make yourself a more influential and effective leader
- Strengthen your ability to lead high-performing teams
- Develop strategic thinking and decision-making skills to prepare for future leadership roles
- Create a personalized leadership action plan to propel personal change

Partner With Us to Learn to Lead Yourself

- Identify your strengths and weaknesses using UT's proprietary 360° evaluation and custom assessment suite
- Create a personalized development plan driven by data
- Act on your goals and stay focused with one-on-one coaching sessions
- Deliver positive outcomes for yourself, your teams, and your organization
Location
Haslam Business Building
The University of Tennessee, Knoxville

2022 Dates*
September 17-20; December 10-13
*Dates are subject to change. Please contact nscott5@utk.edu for latest information.

Duration
Two four-day sessions offered nonconsecutively over three months, with each session including two workdays (Thursday-Friday) and one weekend (Saturday-Sunday)

Tuition
While emerging leaders will benefit the most if they attend both sessions, each four-day block is thematically based, so participants can choose to attend either or both sessions.

- $7,500 for the full 8-day series. This includes two one-on-one leadership coaching sessions. One coaching session between the four-day blocks and one coaching session after the second block.
- $3,800 for one of the four-day sessions.

Tuition includes books and classroom materials as well as breakfast, lunch, and break refreshments.

Class size is limited to personalize the learning experience. Reserve your spot now.
Emerging Leaders: Session One

Dates: September 17-20, 2022 (four days)

Pre-Session Assessments and Tools: NEO personality instrument, leadership development plan

Day 1: Leading Self

Objective: Develop awareness of leadership identity, strengths, and weaknesses. Focused on basic management and leadership skills to enhance individual leadership self-awareness. Participants:

- Receive feedback from assessments that reveal their natural leadership tendencies
- Identify potential strengths, shortcomings, and blind spots through assessment results to achieve greater self-awareness and enhance leadership abilities
- Set goals in their personal development plans
Day 2: Leading Others

Objective: Develop a better understanding of leadership contexts and styles
Focuses on how to maximize situations and lead people with impact. Participants:
- Review and assess different leadership styles
- Explore how context influences a leader’s actions
- Learn how to influence and inspire others with and without authority

Day 3: Leading Teams

Objective: Develop team leadership acumen
Focuses on strategies and tools essential to creating and leading cohesive high-performing teams
- Phases of team development
- Team composition
- Team development

Day 4: Making Good Decisions

Objective: Develop decision-making skills
Focuses on helping leaders make better business decisions by understanding the impact of their decisions and their decision-making biases; reviews strategies for making effective decisions
- Decision making
- Individual bias
- Group bias
- Ethics
Emerging Leaders - Session Two

Dates: December 10-13, 2022 (four days)

Day 1: Leader As Coach: Developing Others
Objective: Develop coaching skills
Focuses on successful talent-management techniques that maximize employee potential. Participants will learn and practice tools to guide employee development including:

- Feedback
- Coaching

Day 2: Sustaining Performance
Objective: Develop ability to attain results and engagement
Focuses on proven retention and engagement strategies that help leaders get results and reduce turnover. Performance appraisals and development planning for direct reports are explored

- Employee retention and engagement strategies
- Setting expectations
- Goal-setting
- Motivation

haslam.utk.edu/graduate-executive-education
Day 3: Leveraging Diversity

Objective: Develop ability to encourage and capitalize on diversity of thinking. Focuses on understanding the strengths in difference and explores how to help teams and organizations benefit from different ways of thinking.

- Cognitive style diversity
- Leveraging difference

Day 4: Strategy in Action

Objective: Help participants become more strategic with their contributions. Focuses on understanding judgment, strategic decision-making, and translating strategy into action for their teams.

- Business strategy frameworks
- Strategic thinking
- Strategy implementation

Facilities and Accommodations

The program is held in classrooms in the Graduate and Executive Education suite in the Haslam Business Building at the University of Tennessee, Knoxville. These facilities are designed to promote group interaction in an environment conducive to simulation exercises, applied discussion, feedback, and networking. Travelers can book rooms at a nearby downtown business hotel.

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