

Explorations into Leadership

90-Day Experiential Leadership Development Program



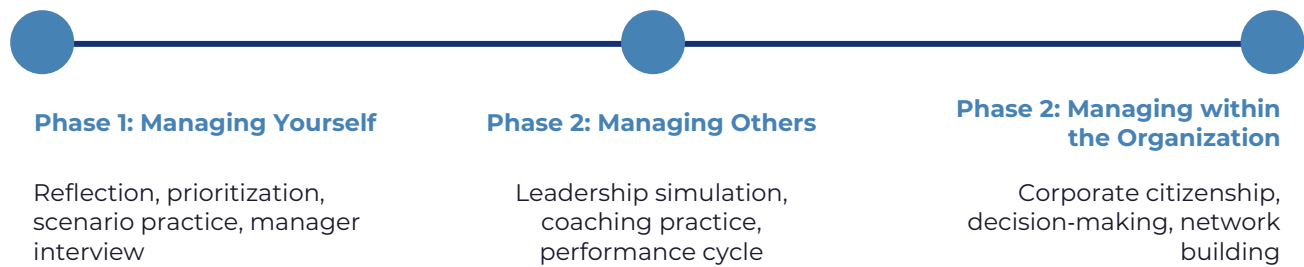
Explorations into Leadership is a three-month, experiential development journey designed for individual contributors exploring a future transition into people leadership. The program blends self-directed learning, manager coaching, and facilitated cohort discussions to give participants a realistic preview of the expectations, challenges, and rewards of becoming a first-line leader.

Participants build insight, confidence, and clarity around whether leadership aligns with their strengths, values, and career aspirations.

Workshop Summary

Audience:	Individual Contributors exploring leadership		Month 1:	Managing Yourself
Duration:	90 days		Month 2:	Managing Others
Format:	Self-directed + Manager supported + Facilitator-led		Month 3:	Managing Within the Organization
Cohort:	Monthly virtual check-ins			
Outcome:	Clarity, capability, and readiness for leadership			

Program Architecture



Learning Experience

Self-Directed Learning
Reflection, journaling, assessments, leadership scenarios
Manager Coaching
Weekly 1:1 prompts, feedback, development conversations
Facilitated Cohort Sessions
Monthly discussions, shared insights, guided reflection
Real-World Activities
Interviews, prioritization practice, decision-making challenges
Leadership Simulation
Five-module experiential assessment with feedback

Program Roles

Participant	Manager	Facilitator
Completes activities, reflections, interviews, simulations	Provides coaching, feedback, weekly development support	Guides cohort discussions, debriefs insights, supports reflection

Outcomes

- ✓ Assess readiness for leadership
- ✓ Understand expectations of first-line leaders
- ✓ Practice core leadership skills
- ✓ Build a personalized development plan
- ✓ Make an informed career decision

— End of sample excerpt —