







# MID-LEVEL MANAGEMENT LEADERSHIP DEVELOPMENT PROGRAM


## LEADERSHIP FROM THE MIDDLE

 The Leadership From The Middle – Mid-Level Management Leadership Development Program is a highly intensive, 5-day leadership development experience designed to help mid-level managers unlock their leadership potential.

 This program is designed to bridge the gap between strategy and execution, empowering mid-level managers to lead with confidence, drive results, and inspire their teams. This program equips you with the essential skills and strategies needed to excel in your current role and prepare for future leadership opportunities.

 The Mid-Level Management Leadership Development Program is a 5-day intensive experience, followed by an 8-week post-program learning journey, designed to help mid-level managers fully realize and enhance their leadership potential.

 Mid-level managers play a critical role in translating organizational goals into actionable plans. Our Mid-Level Management Leadership Development Program is tailored to help you master the art of leading teams, managing complex projects, and navigating the challenges of your role.

 Through a combination of practical training, personalized coaching, and peer networking, you'll develop the tools needed to elevate your leadership and make a lasting impact on your organization.

# 5-DAY INTENSIVE PROGRAM AGENDA

**DAY  
01**

## **Exploring Your Identity in a Dynamic and Diverse Environment & Networking Event**

Start your leadership journey by uncovering how your unique identity shapes your leadership style in today's rapidly evolving workplace. This session emphasizes self-awareness, cultural intelligence, and the ability to navigate diverse environments effectively. Gain insights into leading with authenticity and building inclusive teams. Conclude the day with a networking event designed to foster connections and collaboration with peers.

**DAY  
02**

## **Enhancing Team Success and Fostering Inclusion & Networking Event**

Learn how to drive team performance by fostering an inclusive and supportive work environment. This session provides practical tools and strategies for improving communication, encouraging collaboration, and leveraging diverse perspectives to achieve organizational goals. Build a team culture where every member thrives. End the day by networking with professionals who share your drive for excellence.

**DAY  
03**

## **Expanding Leadership Capabilities within Organizations & Networking Event**

Develop the leadership skills necessary to navigate organizational complexities and drive impactful change. Learn to balance strategic thinking with operational execution, strengthen cross-functional collaboration, and increase your influence within your organization. Cap the day with an engaging networking event, connecting you with leaders who share a vision for growth and innovation.

**DAY  
04**

## **Turning Challenges into Opportunities & Networking Event**

Discover how to reframe obstacles as opportunities for growth and innovation. Through real-world scenarios and expert-led discussions, learn to lead with resilience, adaptability, and creativity in times of uncertainty. Equip yourself with strategies to transform challenges into organizational success. Close the day with a networking event to share ideas and expand your professional network.

**DAY  
05**

## **Charting a New Course for Leadership**

Conclude the program by creating a forward-focused leadership roadmap. Reflect on the insights gained throughout the week to build a clear vision for your leadership journey. Develop actionable strategies to lead with confidence, inspire your teams, and contribute to your organization's success. Leave the program equipped to drive meaningful impact and embrace the next chapter of your leadership evolution.

# PREPARING FOR YOUR PROGRAM

## BEGIN YOUR JOURNEY (10 WEEKS AHEAD)

- Before attending the program, participants will need to complete some prework.
- This includes mandatory 360 Assessments and other preparatory tasks to ensure the learning experience is tailored to your needs.
- Completing this pre-program work is essential to maximizing the benefits of your Adversity Academy Mid-Level Management Leadership Development Program.
- In the 2 weeks leading up to the program, participants will engage in a live online welcome session and receive customized learning support

# APPLYING THE LEARNING

## LIVE YOUR STORY & LEAD FROM THE MIDDLE (12 WEEKS AFTER)

- After the intensive program experience, follow-up support is provided to reinforce your learning.
- In the two weeks following the Mid-Level Management Leadership Development Program, participants take part in a live peer group reconnection session.
- This is followed by one-on-one coaching sessions at the 4-week and 8-week marks to reinforce lasting behavioral changes and sustained impact.

# DO YOU HAVE A PLAN?

87% of participants reported an increase in confidence in their managerial abilities after completing our program.



94% of graduates reported improved team performance within three months of completing the program.

On average, program participants experienced a 20% increase in their salary within one year of completing the program.

# PROGRAM REQUIREMENTS

Our programs are designed to offer personalized insights into your unique leadership style and capabilities. To ensure a meaningful experience, completing any assigned pre-program materials or assessments is both critical and mandatory for program enrollment. You will receive specific pre-program assignments well in advance of your attendance, allowing ample time for completion. Some materials may not be available until approximately 8 weeks before the program start date, as we strive to provide the most accurate and relevant information. These pre-course assignments are integral to your program experience, and their completion may directly affect your participation and enrollment status.

## TRANSFERS

If you need to transfer your registration, you must specify the new date and/or program you wish to attend. Please note that tuition becomes fully non-refundable if you transfer more than twice or if you do not attend another program within 6 months of

## REFUNDS

Any remaining balance from a canceled program can be applied toward another program at The Adversity Academy within 6 months of the original program date. After 6 months, any unused balance is non-refundable.

## EXCEPTIONS

For Assessment Certification and The Adversity Academy UN-Leadership™ for New Leaders, the following special conditions apply:

**No Substitutions After Login Issued:** Once login credentials have been issued, enrollment and name changes are not permitted. A substitution request may be considered only if the course login has not been accessed. Please contact us to submit a request.

**Refunds:** No refunds will be issued after logging into the Assessment Certification Course or The Adversity Academy UN-Leadership™ for New Leaders and accessing The Adversity Academy's intellectual property.

## TRANSFER & CANCELLATION

Prior to the start of a program, we incur considerable administrative expenses related to your registration. As a result, the following fees and conditions apply (see exceptions\* below):

Number of Days Before Program	Participant Substitution Allowed	Transfer of Date /or Program Fee	Cancellation Fee
More than 30 days	Yes (no fee)	None	None
15–30 days	Yes (no fee)	25% of tuition	50% of tuition
14 days or less	No	50% of tuition	100% of tuition

# 10 REASONS WHY THIS PROGRAM IS FOR YOU

01

## Feeling Overwhelmed by New Responsibilities

Transitioning from an individual contributor to a manager can be overwhelming, with new responsibilities and expectations. Many individuals struggle to adapt to their new role effectively.

02

## Lack of Confidence in Leadership Abilities

Emerging leaders often grapple with self-doubt and uncertainty about their leadership capabilities. They may feel unprepared to inspire and guide their teams towards success.

03

## Difficulty Communicating Effectively

Improve your ability to clearly convey expectations, provide feedback, and inspire your team.

04

## Challenges Delegating Tasks

Delegating tasks is essential for productivity and team empowerment, but many new managers find it difficult to delegate effectively. They may fear losing control or worry about the quality of work produced by their team members.

05

## Team Conflict and Dysfunction

New managers often struggle with handling conflicts and building team cohesion, risking dysfunction and lower productivity due to limited skills and strategies.

06

## Pressure to Meet Organizational Objectives

New managers often feel immense pressure to meet organizational objectives and deliver results. They may struggle to balance competing priorities and navigate complex challenges within their teams and departments.

07

## Limited Support and Resources

Without adequate support and resources, new managers may feel isolated and overwhelmed. They may lack access to mentorship, training, and development opportunities needed to succeed in their roles.

08

## Comprehensive Skill Development

Our program focuses on honing crucial managerial skills such as communication, delegation, and team leadership, providing you with a solid foundation for success.

09

## Practical Learning

Through interactive workshops, case studies, and real-world simulations, you'll gain hands-on experience that you can immediately apply in your role.

10

## Expert Guidance

Learn from experienced leaders and industry professionals who will share their insights, best practices, and strategies for effective leadership.

CONTACT US



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