



A mentorship based program with content provided by industry leading executives. This program provides best practices in leadership, organizational development and change management, negotiation and collaboration, effective business communication, and delivering value within high performance management.

Course 1: Leadership Mindset & Positive Engagement

This course provides insights from members of the program's National Leadership Board on the ways leaders shift their mindset from being excellent individual contributors to becoming highly effective leaders. The course also focuses on increasing empowerment and engagement to achieve individual, team and enterprise success. The second half of this course demonstrates how leaders enable "positively deviant" performance and engender positive culture and communication.

Course 2: Leading Effective Change

The emphasis of this course is to prepare participants to engage in change initiated by others and to drive effective change as an active change agent. This course illustrates three facets of organizational change, including planning, executing and sustaining successful change. A balance of theoretical and pragmatic insights allows participants to understand the strategic, financial or market-based reasons for change and drive toward breakthrough results.

Course 3: Communication and Collaboration

Participants learn and practice the skills needed to improve the quality of interpersonal communication in a variety of contexts. Participants will learn how to effectively speak the language of business and convey information across diverse stakeholder groups, as well as break down silos between business divisions to drive better decision making. Each participant will understand effective communication as it relates to leading others, managing conflict, providing and receiving feedback, and negotiating with the Mutual Gains Approach.

COURSE 1: April 13th – May 8th

- Module 1: Your Leadership Mindset
- Module 2: Your Potential as a Positive Leader
- Module 3: Positive Leadership and Your Team:
Empowerment & Engagement
- Module 4: Leadership Rules and Your Oath

COURSE 2: May 11th – Jun 5th

- Module 1: The Process of Change: Planning
- Break Week: May 25th – May 29th
- Module 2: The Process of Change: Executing
- Module 3: The Process of Change: Sustaining

COURSE 3: June 8th – June 26th

- Module 1: Speaking the Language of Business
- Module 2: Mutual Gains Approach
- Module 3: It's All About People
- Graduation: June 26th



"The Professional Development Academy is having a profound impact on the business communication skills and leadership capabilities of those participating – must for anyone looking to maximize their potential and effectiveness as a leader in their organization."

Dave Kotch, CIO, FMC

