

Sample Leadership Training Program

Year 1

Month	Element	Activities
January – February	Foundation	Meeting with execs re: commitment and preparedness to lead by examples Survey leaders on leadership interests, format possibilities, and logistical preferences
March	Kickoff	Afternoon kickoff event with food and drink trucks visiting
April	DiSC & Me	Participants complete Everything DiSC in advance SESSION (4 hours) – DiSC introduction
May	Reinforcement	LUNCH & LEARN – Discussion over lunch about how DiSC information has impacted work since session; address DiSC questions COACHING – As requested, meet individually with participants to discuss their specific interests or challenges.
June	Essential Skills of Leadership	ONLINE PREWORK – Participants take online course to learn the core content SESSION (2 hours) – Core content is reviewed and practiced in application activities; DiSC impact is discussed
July & August	Reinforcement	LUNCH & LEARN – Discussion over lunch about how DiSC and Leadership learnings have impacted work COACHING – As requested, meet individually with participants to discuss their specific interests or challenges.
September	Essential Skills of Communication	ONLINE PREWORK – Participants take online course to learn the core content SESSION (2 hours) – Core content is reviewed and practiced in application activities; DiSC impact is discussed
October	Reinforcement	LUNCH & LEARN – Discussion over lunch about how learnings from 3 sessions have impacted work, and progress made on initially stated goals COACHING – As requested, meet individually with participants to discuss their specific interests or challenges.
November	Planning	Company – Participants and leadership are surveyed for thoughts on specific topics to address next year

Year 2

Month	Element	Activities
January	More DiSC & Me	Review DiSC in very interactive way (acknowledging prior learning) Get into more nuance and specific business examples
March	Special Topic: Change	ONLINE PREWORK – Participants take online course to learn the core content SESSION (2 hours) – Core content is reviewed and practiced in application activities; DiSC impact is discussed
May & July	Reinforcement	LUNCH & LEARN – Discussion over lunch about how DiSC information has impacted work since session; address DiSC questions COACHING – As requested, meet individually with participants to discuss their specific interests or challenges.
September	Special Topic: Coaching	ONLINE PREWORK – Participants take online course to learn the core content SESSION (2 hours) – Core content is reviewed and practiced in application activities; DiSC impact is discussed
October	Reinforcement & Planning	LUNCH & LEARN – Discussion over lunch about how learnings from 3 sessions have impacted work, and progress made on initially stated goals COACHING – As requested, meet individually with participants to discuss their specific interests or challenges. Participants and leadership are surveyed for thoughts on special topics for next year