



Every organization has a diamond in the rough.

It's the unique individual who goes the extra mile without being asked. One who asks more questions and demonstrates an exceptional ability to intuitively tap into the pulse of the company. You recognize a talented colleague with leadership potential who takes the initiative to seek out additional responsibilities. A team player you want to encourage, train, and mentor.

Here are some of the many ways a customized **Kaplan Leadership & Professional Development Program** will ensure your **Emerging Leaders** have the resources they need to identify their high-potential talents, encourage their existing talents, and groom them for leadership roles.

Collaborative Program Design

Benefit from a collaborative approach in which Kaplan works with your leaders and team members to learn the competencies and challenges within your organization. Each program module is then customized to match your business strategy.

Integrated Training Approach

Provide your Emerging Leaders with the right tools to set them up for success. Essentially, it's a powerful two-pronged approach. The first is well-rounded technical competency skills, such as financial management, operations, and distribution. The second is behavioral confidence to articulate, manage, and interact on a professional level.

Commercial Business Acumen

Empower your employees with the necessary skills to develop the business savvy they need to make sound business judgments, quick decisions, and accurate assessments of their marketplace.

Refinement of Leadership Skills

Instill key leadership skills into your Emerging Leaders so they can engage, direct, and motivate their teams, and practice their new abilities alongside stakeholders and professional actors.

Assessment of Professional Capabilities

Identify the key competencies of your talent through an innovative 360-degree feedback survey that captures their effectiveness within their given team.

"Your value will be not what you know; it will be what you share"

– Virginia Rometty
Chairman and CEO
of IBM

EMERGING LEADERS

Experiential Exercises and Activities

Learn through doing. It fosters a developmental process that's active, constructive, and social – where participants work individually and collectively.



Simulations

Rehearse new strategies, thinking, and processes in a contextual environment that allows trial and error in a simulated situation.



Leadership Development Plan

Create an individualized plan starting from current status and skill set, to a long-term plan for future leadership goals.



Case Studies

Explore specific issues or challenges faced by other organizations to learn how they addressed them using best practices.



Leadership
& Professional
Development

PROGRAM OUTCOMES

- Increased financial literacy abilities
- Effective presentation of technical information to non-technical stakeholders
- Utilization of tools and strategies to make effective decisions
- Refinement of professional identity to ensure alignment with organization's goals

Decision-making
is the essence of
leadership

One-to-One Coaching

Expand the reach of resources by utilizing a Kaplan consultant for mentoring, idea sharing, or other collaborative endeavors.



Psychometric Feedback

Gain valuable perspective on how leaders can work faster and more efficiently, plus increase peer communication and expand leadership efforts.



Project Work



Provide an overview of what has been practiced, learned, and achieved through specific assignments.

One-to-One Support

Access knowledgeable Kaplan consultants and coaches who provide on-going support, insight, and direction.



Kaplan is a global front-runner, providing successful leadership development, training, and exam-based solutions through comprehensive advancement programs that empower your employees to work at their highest capacity.

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