

A background image showing a group of people in a meeting or training session. A woman in a blue shirt is standing and presenting to a group of seated people. The image is slightly dimmed to allow text to be overlaid.

EMERGING LEADERS

Every organisation 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 recognise 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 Programme** 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 Programme Design

Benefit from a collaborative approach in which Kaplan works with your leaders and team members to learn the competencies and challenges within your organisation. Each programme module is then customised 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 behavioural 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 Interpersonal 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.



“Leaders are made, they are not born. They are made by hard effort, which is the price all of us must pay to achieve any goal that is worthwhile.”

– Vince Lombardi

Led the Green Bay Packers to five NFL Championships in seven years. Considered to be the best coach in football history.



Management Development

Leadership Objectives	Managing Self	Managing People	Managing Business	Managing Change
Excel	<ul style="list-style-type: none"> Managing multiple priorities successfully Problem solving and Critical thinking 	<ul style="list-style-type: none"> Performance Management: Setting objectives and conducting appraisals Managing remote teams Project management skills 	<ul style="list-style-type: none"> Translating business objectives into tactical goals Kaplan business challenge Accountability for results Financial literacy 	<ul style="list-style-type: none"> Leading with agility
Engage	<ul style="list-style-type: none"> Creating a Leadership Identity 	<ul style="list-style-type: none"> Leading high-performance teams Diversity and inclusion Leading millennial teams Giving constructive feedback 	<ul style="list-style-type: none"> Positive Politics Empowering the workplace for a greater impact Intelligent risk taking and stakeholder management 	<ul style="list-style-type: none"> Managing conflict - Power through influence
Inspire	<ul style="list-style-type: none"> Situational management Introduction to strategic leadership 	<ul style="list-style-type: none"> The art of coaching Motivation and mentoring Talent management 	<ul style="list-style-type: none"> Organizational Communication: Values, Mission and Purpose 	<ul style="list-style-type: none"> Personal resilience: Leading by example
Diagnostics & Assessments	<ul style="list-style-type: none"> 180 degree assessment 360 degree assessment Psychometrics - Hogan Business Acumen Diagnostic Risk taking assessment Psychometrics - Watson-Glaser Psychometrics - MBTI Psychometrics - Mental toughness Psychometrics - Emotional Intelligence 			

Key Competencies



Programme Outcomes

- Demonstration of enhanced personal impact and authority
- Ability to hold meaningful coaching and performance conversations
- Strong conflict-resolution skills
- Effective management of personal and team priorities

Decision-making is the essence of leadership



Evaluate Needs

Gain skills based on individual needs. Each tailored program is modular and can be completed on an accelerated track or paced to suit your timetable.



Business Skills

Learn and refine the business basics of strategy planning, analytics, sales and marketing, financial management, and other key areas that make a company and its employees successful.



Financial Literacy

Increase financial awareness using Kaplan's proprietary diagnostic and assessment tools.



Leadership Growth

Expand the managerial mindset from a personal identity of contributor, to a team leader with larger company influence.



Management Abilities

Ensure future success with personal advancement skills, such as time management, task direction, and execution, to build a solid foundation for direct reports.



Tailored Business Content

Reach all diverse aspects of business, from cultural and competitive, to detailed strategic and operational needs.



One-to-One Support

Access knowledgeable Kaplan consultants and coaches who provide ongoing support, insight, and direction.



Cross-functional Work

Reap the benefits of collaborating with other departments, leaders, and stakeholders.

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.