

## NOMINATOR INFORMATION

The following section should be completed by the applicant's supervisor or another senior leader within the organization.

**NOTE:** Should you encounter any difficulties while completing this form, please contact us at +1 319 398 3376.

### Contact Information

First name:

Last name:

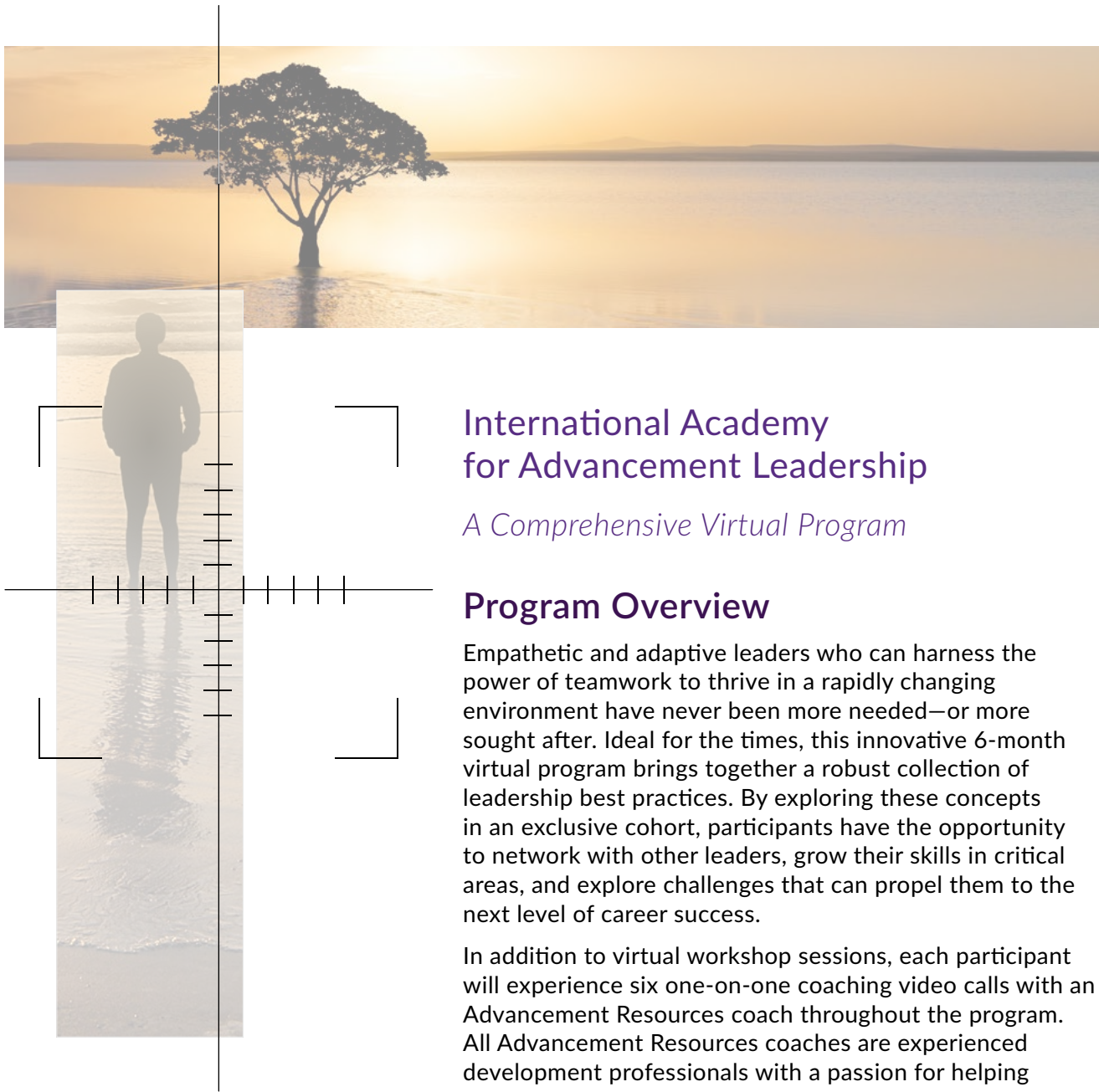
Title:

Organization:

Email address:

Telephone number:

In the following section or on a separate one-page document, please explain why the applicant should participate in the 2021 *International Academy for Advancement Leadership* program. Please include any challenges this applicant may need to overcome to become an influential leader, as well as any experience that would positively contribute to the program.



## International Academy for Advancement Leadership

*A Comprehensive Virtual Program*

### Program Overview

Empathetic and adaptive leaders who can harness the power of teamwork to thrive in a rapidly changing environment have never been more needed—or more sought after. Ideal for the times, this innovative 6-month virtual program brings together a robust collection of leadership best practices. By exploring these concepts in an exclusive cohort, participants have the opportunity to network with other leaders, grow their skills in critical areas, and explore challenges that can propel them to the next level of career success.

In addition to virtual workshop sessions, each participant will experience six one-on-one coaching video calls with an Advancement Resources coach throughout the program. All Advancement Resources coaches are experienced development professionals with a passion for helping other professionals grow in their professions, address unique situations, and refine skills. Through confidential open dialog, Advancement Resources coaches can enable improved performance by suggesting strategies and techniques to manage or eliminate real and perceived barriers to success.

Robust intersession assignments between workshop sessions provide the opportunity for participants to optimize learning by immediately applying concepts and tools to real, on-the-job situations to achieve very real results—for themselves and their organizations.

This comprehensive professional growth opportunity is beneficial for leaders throughout all of advancement.

## SYLLABUS

- **The Case for Leadership Development**  
A brief look at how the work environment is changing and the leadership attributes that will be necessary to succeed in this new paradigm.
- **Our Leadership Development Philosophy**  
An overview of Advancement Resources' leadership development philosophy and the importance of both horizontal and vertical leadership development. Emphasis is placed on the power and importance of empathy and vulnerability in leadership.
- **Optimizing Your Learning Experience**  
An overview of the next steps in the leadership program and the opportunity to begin creating a plan for implementing new learning on the job for optimal return on investment.
- **Overcoming Your Natural Resistance to Change**  
How to overcome the natural resistance that prevents you from making the behavioral changes that would make you a more successful leader.
- **Building a Foundation of Trust**  
An exploration of five essentials of trust that will foster confidence among team members, colleagues, and the constituents you serve.
- **Driving Change through Generative Leadership**  
How to facilitate successful organizational change by engaging and mobilizing people at all levels inside and outside of your organization to solve problems, innovate, and achieve shared goals.
- **Adapting to Different Personalities**  
How to communicate with and motivate team members who have different personality traits and communication styles.
- **Conducting Difficult Conversations**  
How to navigate challenging conversations in a productive and professional manner.
- **Managing Up and Across**  
How to build productive relationships and maximize influence with your boss and other leaders and peers across the organization.
- **Navigating Generational Perspectives**  
How to understand and work effectively with team members and constituents from five different generations: Traditionalists, Baby Boomers, Generation X, Millennials, and Generation Z.



### Advancement Resources

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