



P.O.BOX 63135, 00619, NAIROBI  
+254 799 400599  
[alycercoaching@gmail.com](mailto:alycercoaching@gmail.com)



# EMERGING



This is a leadership development program targeting professionals below 40 years. It is aimed at helping young men and women leaders gain the necessary skills they need to move to the next level (C-Suite) in their leadership journey. *EMERGING* recognizes that working your way up to the top authentically is a journey that will require resilience, courage and determination. It is a journey that you have to be deliberate and intentional about. It will require you to commit to a long-life of learning because as a leader you can never stop learning. It will demand that you invest in your personal and leadership growth. *EMERGING* will also demand that you lift other young leaders up as you go up

as this will ensure that there is a critical mass of authentic leaders in key decision making roles in the organizations and the society at large.

At *EMERGING*, we recognize that you cannot be an effective leader unless you learn how to lead yourself first hence the emphasis on investing in self in order to develop self. You can never take people to where you have never been before nor give them what you do not have. Your team can only grow to your level of development, without growth therefore, your team will remain stunted.

*EMERGING* program is offered as a combination of training and coaching with the realization that adult learners tend to learn better in community. Learning happens experientially within the community as the different participants bring and share their experiences in the group. Coaching then happens at an individual level and *EMERGING* takes into consideration your different learning style and your unique needs. It is during the coaching sessions that the maximum transformation is expected to happen as the coach guides you the participant along your unique development journey; identifying any gaps between the lessons and implementation. The main objective of *EMERGING* is to make successful leaders even better.

*EMERGING* is covered in three modules which are critical if one desires to get to the next level authentically. Module 1 is foundational as it is geared towards helping you the leader understand yourself and areas that need improvement. Know thyself to grow thyself! Raising this level of self-awareness is critical for any leader at whatever level.

### **MODULE 1-LEADING SELF**

In this module, the focus is on understanding self. In other words, raising the level of self-awareness, gaining a deeper understanding of your own strengths and weaknesses, your working style as well as your leadership style. Besides this, you will also need to increase your awareness of those that are working in your team as this will help you know not only how to deal with them but also how to allocate the tasks that are expected of them. You cannot improve what you do not know hence the need to raise your self-awareness. Learn about the most common saboteurs, how to identify if you have one and how to deal with them.

You will also gain an understanding of how to raise your emotional intelligence score in order to lead your team better. Effective leaders have been shown to have a higher emotional intelligence score than less effective leaders.

- ✚ Learn how to raise your level of conscious awareness, both internal self-awareness and external self-awareness.
- ✚ Gain an understanding of your unique strengths, weaknesses, gifts and talents as well as your unique personality
- ✚ Understand your most common saboteur that could be holding you back
- ✚ Understand how to raise your Emotional Intelligence (EQ).
- ✚ Understand that you lead from your being

## **MODULE 2-LEADING OTHERS**

Once you have gained an understanding of yourself and those in your team, you need to develop skills that will help you lead more effectively. You will learn skills such as effective communication, empathic listening skills, emotional intelligence, delegation and many more. Learning these skills will help boost your confidence as a leader. You will learn how to get the most out of your team respectfully and also how to ensure that the members of your team are following you willingly. Leading others is not an easy task, but it does not have to be a burden. Understanding yourself as a leader is central to leading your team more effectively. This module will help you lead more confidently rather than feeling like an imposter.

- ✚ Learn skills that will help you lead more effectively
- ✚ Understand how to move up the leadership levels and how to take the people along with you
- ✚ Gain a better understanding of the people you lead and build meaningful relationships
- ✚ Learn what it takes to become a confident leader, say goodbye to the imposter syndrome
- ✚ Understand team dynamics that will help you build a high performing team

## **MODULE 3- BUILDING HIGH A PERFORMING TEAM**

It is the dream of every leader to develop a team that will consistently reach and exceed targets. Achieving this will require a different set of skills that you build over time. Given the rapidly changing environment, to succeed will mean that you have to be agile, become very creative and innovative in order to respond to the changing customer needs. You need to understand the art of collaboration and why focusing only on competition may not be the ideal way to go. You will learn how to negotiate better with stakeholders in order to deliver the maximum benefit for the organization. You will learn how to help your team always align with the overall mission and vision of the organization as well as defining each member's unique contribution to the success of the organization.

- ✚ Learn how to respond to the rapidly changing environment
- ✚ Learn how to collaborate well with other members of the organization and earn their respect
- ✚ Learn how to build executive presence as you aim at getting into the C-Suite
- ✚ Learn how to engage the different stakeholders creatively for business growth
- ✚ Learn how to position yourself strategically and how to seize opportunities for growth

Each module at **EMERGING** will run for a period of four weeks of training followed by an implementation phase of 4 weeks where the coach hand holds you the participant to ensure that what was covered in the previous module has been put into practice and tangible results seen. The coaching is individualized and is designed to meet the individual needs of the participants. The whole program runs for 24 weeks and we meet virtually once a week. The goal is to make sure that you are learning useful concepts, you are implementing what you learn and you are experiencing transformation as a leader that should also happen in the team that you are leading. **EMERGING** is not an event but a life-long journey of continuous improvement.

Upon enrolling as a student for the **EMERGING** program, you will automatically join a community of other like-minded people who are determined to take

their career to the next level authentically. Learning from each other, exchanging best practices and sharing insights learnt in the community will offer the much-needed accountability, support and encouragement that we all need to succeed.

The cost of the **EMERGING** program is Ksh. 350,000/- per person

For a group of 10 pax, the cost is Ksh.280,000/- per person

NB: Coaching/training commences once the contract has been signed.

Payment is due once the coaching is completed and value delivered.

