



HIGH POTENTIALS LEADERSHIP PROGRAM

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Successful companies develop leaders at all levels. This program was designed to embrace the high-potential leaders in your company as they begin to face the opportunities, challenges and risks that come with greater leadership roles. This course is created through gamification, where your high potentials learn about how to play their 'A Game' through overcoming fears, reducing distractions, and focusing on what really matters.

- Create a personal future leadership "Avatar" that identifies and develops the gap in your game.
- Adjust your approach to communication, influence and persuasion as your responsibilities grow and change and you transform into a high performer.
- Develop & engage the next class of high potential leaders and inspire a growth-mindset culture focused on leadership and excellence throughout your organization.
- Strengthen internal and external relationships to achieve both personal and professional goals.
- Receive coaching in a group setting to increase levels of trust on the team

WHAT YOU WILL LEARN

Throughout the presentations, group discussions and interactive exercises, you will examine the distinctive characteristics that define how to "Play to Win." The curriculum balances team coaching, classroom led facilitation, small group discussion and self-reflection.

WHO SHOULD ATTEND

High-performing individuals (top 3-5%) who are current team leads or with increasing responsibility and the potential to become team leads. Those who you see as the future leaders of your organization are invited through an application process.

THE SIMON LEADERSHIP ALLIANCE

EXECUTIVE TRAINING PROGRAMS

2021 SESSIONS

LENGTH: 12 MONTHS



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This program made me completely rethink how I show up at work and gave me the confidence to step into a leadership role."

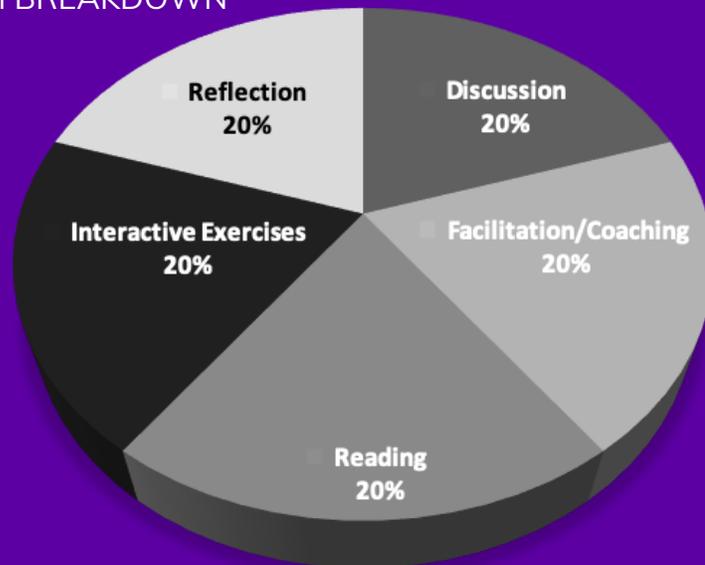
Molly Eaton

Executive Assistant, Host Healthcare



THE HIGH POTENTIALS EXPERIENCE.

PROGRAM BREAKDOWN



BETWEEN SESSIONS

The objective of the high potential program is to help gain the skills your future leaders need to achieve their goals. The skills and practices participants learn in class are meant to be discussed and practiced regularly between sessions.

Because of this, we pair up your class with accountability buddies and give homework that includes one practice from the session to work on throughout the month and conversations to have with your buddy. This increases accountability, and ensures that you develop new beliefs, habits, and actions that help increase your performance.

SKILLS DEVELOPED

Listening | Cognitive Flexibility | Clarity | Teamwork | Self-Management | Adaptability | Improvisation | Open-mindedness | Optimism | Self-Motivation | Brainstorming | Influence | Persuasion | Initiative | Creativity | Self-Awareness | Responsibility | Time Management | Goal-Setting | Networking | Planning | Stress Management | Organization | Prioritizing | Authenticity | Generosity | Introspection



Photo by Zachary Sawchuk from Pexels

THE HIGH POTENTIALS EXPERIENCE.

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12 MONTH PROGRAM BREAKDOWN



THE NEW GAME

MONTH 1

YOUR CURRENT GAME

MONTH 2

BURN THE RULEBOOK

MONTH 3

NEW RULES



THE NEW VISION

MONTH 4

CREATING CLARITY

MONTH 5

DEVELOPING VISION

MONTH 6

BECOMING BRAVE



THE NEW LEADER

MONTH 7

THE ENERGETIC LEADER

MONTH 8

RAISING THE NEED TO SUCCEED

MONTH 9

THE PRODUCTIVE LEADER



THE ALTER EGO

MONTH 10

THE INFLUENCER

MONTH 11

THE NEW ALTER EGO

MONTH 12

STEPPING INTO YOUR ALTER EGO

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The Simon Leadership Alliance

LEADERSHIP COACHING FOR HIGH PERFORMANCE TEAMS

WHAT WE DO IN THE PROGRAM



CELEBRATE SMALL WINS

Every session, we ask the question, "has anyone made a small win this month?" and celebrate small wins as a class to motivate and encourage your high potentials to stay focused on their goals throughout the year.

CREATE AN INTERACTIVE LEARNING ATMOSPHERE

Through using improv exercises and engaging activities, we help your high potentials learn in multidimensional ways.

COACH YOUR HIGH POTENTIALS

Through helping your high potentials identify their limiting beliefs, we help them embrace risks and mistakes.

"H3 taught me to have a lot less fear when it comes to facing rejections. It helped me understand that some days are full of no's but the next day is full of yes's. With the H3 program this year, I went well above my goals." – Britteny Urich

"I do feel like I've grown a lot in the last year, this has been such an encouraging environment where everybody truly does want what's best for each other. It's been a good safe space for me, that has built my confidence. My goals have become clearer, personally and professionally, which is what I wanted to get out of this program. I've also made connections across different departments." – Christina Gonzalez

"This course has really challenged me to learn more about myself. I've learned more about my strengths and weaknesses and what I want for my future. I even discovered little things that have made me whom I am and recognizing that has helped me be successful." – Julia Personeni

"The awesome thing about this class is that we talked about things that I wouldn't think to think about or want to do. The small breakout sessions have helped us challenge each other, bounce ideas back and forth, and talk about what everyone else is going through. It helped us relate to each other and it's been so helpful." Hayley Carter

"H3 helped me become a better "me" personally and professionally and helped me become a higher performer. This program also helped me think deeper about my true self, and how to communicate my thoughts and feelings better. I enjoyed connecting virtually with everyone else in different departments in a safe place. Everyone's really open and honest and they help you get through whatever you're trying to figure out." – Raina Tiffe

"I didn't know what to expect going into this program at all. I've never been part of a program like this. This program has helped me approach problems more calmly and successfully. It's helped me become more courageous and confident, and do more of what makes me happy. I don't interact with a lot of my colleagues on a daily basis, so I've really enjoyed this program for the connection. I met so many people I wouldn't have if I had not signed up for H3. It doesn't feel like a program, it felt kind of like a monthly meeting for connection." - Dalia Abraham

"The biggest thing I achieved was just to push myself to consider my thoughts at a deeper level. It's easy to get caught up in the day-to-day and get stuck in the flow of things. This program encouraged me to push myself, and to dream bigger." – Madalyn Tschantz

THE ROI OF INVESTING IN A HIGH POTENTIALS PROGRAM

WHEN YOU INVEST IN THEM, THEY INVEST IN YOU

Future leaders see a High Potential's program as a formal way of recognition. When future leaders are formally identified, it leads to higher rates of engagement, retention and shows a strong value of transparency in your organization.

The program allows the participants to gather feedback in the form of coaching and via their peers to identify opportunities for improvement in their performance.

When a high potentials program involves future leaders from all departments, it helps *build cross-functional collaboration* as participants build relationships with each other.

BOOK YOUR HIGH POTENTIAL LEADERSHIP PROGRAM FOR 2022 NOW, SPACE IS LIMITED.

TO REQUEST A PROPOSAL

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