RISING LEADERS

TITAN

Being Essential®

What made us design Rising Leaders?

- TITAN is Changing: 900 new hires in the past 9 months

- 1 out of 4 has been with the Group for 20+ years
  1 out of 4 joined in the last 2 years

- Improve management skills for a diverse group of First-Time Managers: Design an engaging learning experience that could scale, foster connectedness, be inclusive to accommodate various learning styles and build on TITAN's collective wisdom

Harvard Business Publishing Corporate Learning

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Blended Learning

1. Self-led e-learning

Participants attend Harvard Manage Mentor (HMM) e - learning courses & related material as a prerequisite to join the upcoming workshops.

- ✓ 10 Self-Led E-learning modules
- ✓ Extensive Theoretical Background
- ✓ Videos from Experts
- ✓ Series of Challenges
- ✓ Knowledge Confirmation
- ✓ Questionnaires
- ✓ Leadership Activities
- ✓ Self-assessments

2. LEAD Circles

In groups of five, participants shall practice action learning, leadership skills, exchange thoughts, experiences, give & receive feedback from peers.

- ✓ 10 LEAD Circles, one for each module
- ✓ 1st Circle will be facilitated by instructor to role model and set standards
- ✓ Subsequent LEAD Circles will be led by a different team member each time
- ✓ Participants should prepare certain business cases beforehand
- ✓ During the session they will discuss different views & actions
- ✓ They will give and receive feedback

3. Instructor-led Workshops

Instructor-led workshops bring all participants together to apply knowledge gained from e-learning courses, LEAD Circles and their daily work business challenges.

- ✓ Case Studies
- ✓ Best Practice Capturing
- ✓ Exchange of Experiences
- ✓ «What If» Scenarios
- ✓ Role Playing Games
- ✓ Game-Based Learning
- ✓ Group Discussions

PROGRAM ROADMAP

22/06/23

Kick Off Event

Current Capability Assessment

22/06/23 - 20/07/23

Leading Authentically

1. Leading People: w29/06
LEAD Circle: 06/07

2. Team Management: w06/07
LEAD Circle: 13/07

1st Workshop: 20/07

1:1 Progress & Feedback Loop

20/07/23 - 14/09/23

Leading Teams that Deliver Results

1. Goal Setting: w20/07
LEAD Circle: 27/07

2. Delegation: w27/07
LEAD Circle: 07/09

2nd Workshop: 14/09

1:1 Progress & Feedback Loop

14/09/23 - 16/11/23

Nurturing & Developing Others

1. Feedback Essentials: w02/10
LEAD Circle: 12/10

2. Retaining Employees: w12/10
LEAD Circle:26/10

3. Developing Employees: w26/10
LEAD Circle: 02/11

4. Coaching: w02/11
LEAD Circle: 09/11

3rd Workshop: 15-16/11

1:1 Progress & Feedback Loop

16/11/23 – 18/12/23

Communicating for Impact

1. Persuading Others: w16/11
LEAD Circle: 23/11

2. Difficult Interactions: w23/11
LEAD Circle: 30/11

4th Workshop: 18/12

December 2023

Closing/ Celebration

Development Assessment

E-learning: Self-paced e -learning (HMM)

Lead Circles: Participants in groups of five engage in action learning, practice leadership skills, exchange experiences, provide and receive feedback.

Workshop: Engage the whole group via live facilitated workshop to reinforce key concepts

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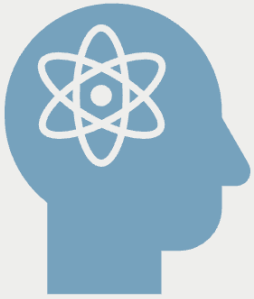
Which design decisions made a difference?



Master
Reflective Practice
& being **Autonomous**

Learn
through a series of
meaningful interactions

Engage
Top Leaders and
Managers of Program Participants'

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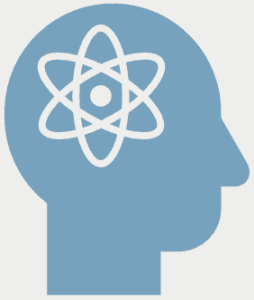
How it reflected on the program's effectiveness?



Self-paced deep dive on material

Had to be well prepared for LEAD Circles that further enriched the exchange depth of learning during the Workshops

e-learning, LEAD Circles, Virtual & Live Workshops, Fireside Chats & VR Games

Peer learning that fostered application of new skills, teamwork, high participation & engagement

Empathy with Snr Leaders

Participants' Managers involved in development plans & learning process

Connectedness, Confidence & Trust

Day 1

- ✓ Live Workshop to reflect on Stream themes

Day 2

- ✓ Fireside Chat with Top Leadership
- ✓ Virtual Reality Game by Visible | Catalyst Greece

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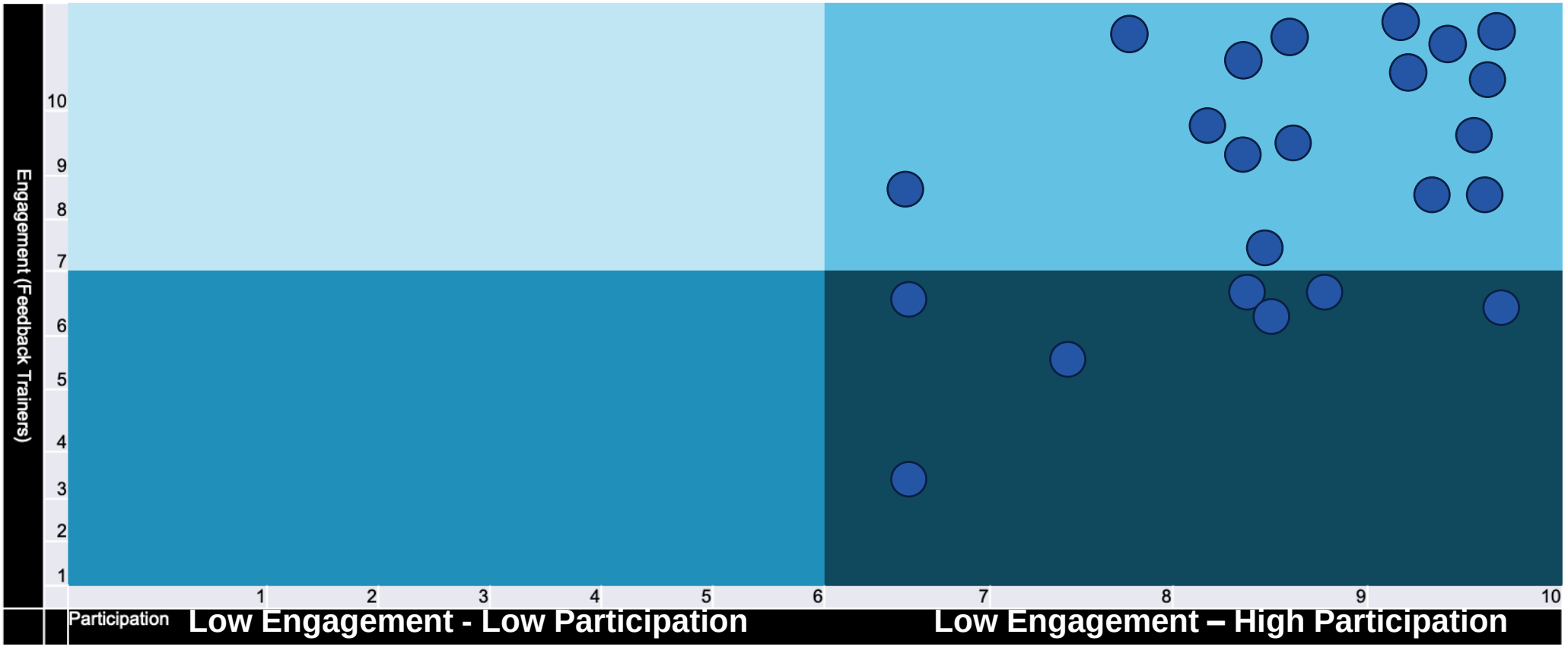
How to measure Success during the learning process

High Engagement – Low Participation

High Engagement – High Participation



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