

**Introducing:**

# Denver South Leadership Academy

**POWERED BY DU EXECUTIVE EDUCATION**

## **ABOUT**

Created to strengthen the leadership capacity of Denver South primary employers, the Leadership Academy delivers an organizational leadership program for new and emerging leaders/front line managers. Participants will develop the skills and self-awareness needed to lead themselves well, and lead others effectively. As a result, they will contribute to a more cohesive, high-performing, and resilient organization.

Our program is grounded in adult learning theory and built for working professionals, with right-sized sessions, immediate application, co-created learning, and reflection that drives behavior change.

## **RECOMMENDED FOR**

Emerging leaders/front line managers in their role less than 2 years

## **PROGRAM STRUCTURE**

- 9 weeks: April 23rd - June 18th
- Hybrid: in-person classes at Denver South offices alongside online synchronous sessions
- Limited to 15 participants per session
- Leadership roadmap and micro-credential issued upon completion
- **Visit [Denver-South.com/Leadership-Academy](https://denver-south.com/Leadership-Academy) for detailed focus areas and schedule**

**BE A PART OF OUR INAUGURAL COHORT WITH SPECIAL PRICING!**

**MORE INFO**

[Denver-South.com/Leadership-Academy](https://denver-south.com/Leadership-Academy)

**DENVER  
SOUTH**

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SESSION	TIMING & FORMAT	FOCUS AREA
<b>Leadership Self-Assessment + Insights Discovery</b>	Pre-program	<ul style="list-style-type: none"><li>• Complete Survey and Insights Discovery assessment</li><li>• Identify learning accommodations</li></ul>
<b>Prime &amp; Prepare: Orientation</b>	Pre-Program <i>Week of April 6<sup>th</sup></i> <i>TBD Virtual</i>	<ul style="list-style-type: none"><li>• Provide a program overview to build excitement</li><li>• Set participation expectations</li></ul>
<b>Lead from Within Kickoff Intensive</b>	Week 1: <i>Thursday, April 23<sup>rd</sup></i> <i>9am – 4pm</i>  1 day in-person	<ul style="list-style-type: none"><li>• Establish shared leadership language</li><li>• Identify personal communication strengths, style, blind spots</li><li>• Describe the current context within which we lead</li><li>• Recognize leadership style and values</li><li>• Improve work-life integration through prioritization, delegation, and time management.</li></ul>
<b>Apply &amp; Integrate: Insights</b>	Week 2: <i>Thursday, April 30<sup>th</sup></i> <i>9am – 11am</i>  2 hours virtual	<ul style="list-style-type: none"><li>• Reflect upon Insights profile</li><li>• Connect style to work situations</li><li>• Formulate personal development goals and begin creating Action Roadmap</li></ul>
<b>Build the Team</b>	Week 3: <i>Thursday, May 7<sup>th</sup></i> <i>9am – 4pm</i>  1 day in-person	<ul style="list-style-type: none"><li>• Define conditions of high-performing teams (safety, trust, culture)</li><li>• Compare group and team dynamics</li><li>• Create team goals and collaboration norms</li><li>• Develop strategies for leading virtual and hybrid teams</li></ul>
<b>Apply &amp; Integrate: Team Culture</b>	Week 4: <i>Thursday, May 14<sup>th</sup></i> <i>9am – 11am</i>  2 hours virtual	<ul style="list-style-type: none"><li>• Assess current team culture</li><li>• Identify barriers and opportunities</li><li>• Plan small shifts for impact</li></ul>
<b>Coach with Confidence</b>	Week 5: <i>Thursday, May 21<sup>st</sup></i> <i>9am - noon</i>  .5 day in-person	<ul style="list-style-type: none"><li>• Examine coaching model</li><li>• Engage in feedback and conflict practice</li><li>• Develop coaching goals</li></ul>
<b>Apply &amp; Integrate: Coaching Conversations</b>	Week 6: <i>Thursday, May 28<sup>th</sup></i> <i>9am -11am</i>  2 hours virtual	<ul style="list-style-type: none"><li>• Practice coaching scenarios</li><li>• Reflect upon coaching conversations</li><li>• Integrate new approaches</li></ul>
<b>Manage the Work</b>	Week 7: <i>Thursday, June 4<sup>th</sup></i> <i>9am -4pm</i>  1 day in-person	<ul style="list-style-type: none"><li>• Explain how teams make decisions</li><li>• Consider employee motivations and performance management processes</li><li>• Create clear expectations</li><li>• Build practical tactics for managing up and reporting progress</li></ul>
<b>Apply &amp; Integrate: Action Roadmap</b>	Week 8: <i>Thursday, June 11<sup>th</sup></i> <i>9am – 11am</i>  2 hours virtual	<ul style="list-style-type: none"><li>• Refine Action Roadmap</li><li>• Provide and receive peer feedback</li><li>• Practice using Action Roadmap as a living tool</li></ul>
<b>Celebrate &amp; Commit</b>	Week 9: <i>Thursday, June 18<sup>th</sup></i> <i>9am - noon</i>  .5 day in-person	<ul style="list-style-type: none"><li>• Present Action Roadmaps to peers and supervisors</li><li>• Capture key shifts and compile post-program supports</li><li>• Graduation: award Denver South/DU micro-credential</li></ul>