

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>