Essentials Program (LEP)

ECG Institute's Interpersonal Skills is excited to introduce a ***new*** leadership series: **Leader Essentials Program (LEP)**. This transformative, cohort-based program strengthens collaboration and leadership effectiveness through experiential learning. Participants move through the curriculum together, combining instruction, peer learning, reflection, real-world case studies, and practical application. The program focuses on leadership in demanding work environments, with opportunities to practice decision-making, communication, coaching, conflict resolution, and team leadership.

LEP is founded on the belief that leaders grow best in community. Participants learn with peers, share experiences, build practical leadership skills, and develop a network that supports continued professional growth beyond the program.

Course Outcomes

Upon completing the Leadership Essentials Program, participants will be better prepared to:

- Define and strengthen their **leadership identity**, including personal values, strengths, and purpose.
- Enhance **emotional intelligence and communication skills** to build trust, strengthen relationships, and develop resilient teams.
- Transition confidently into greater leadership and management responsibilities while balancing execution, team direction, goal setting, and accountability.
- Apply structured **problem-solving and decision-making techniques** in complex, high-pressure situations.
- Lead effectively under stress by recognizing biases and emotional triggers while remaining calm, adaptable, and decisive.
- **Coach for performance and growth**, encouraging ownership, continuous improvement, and accountability.
- Address and resolve **conflict constructively** while strengthening collaboration and organizational relationships.
- Build and sustain **high-performing teams** through trust, behavioral insight, and an understanding of individual strengths.
- Positively influence and strengthen **organizational culture**, particularly in demanding, high-stakes environments.

Course Structure

The Leadership Essentials Program uses a cohort-based format**,** with participants progressing together through 15 interconnected learning blocks. The curriculum includes eight program days, delivered as two consecutive days over a period four months.

The learning experience combines short lectures, interactive discussions, peer feedback, case studies, activities, role-play simulations, team-based decision exercises, personal reflection, and collaborative coaching.

Course topics progress from foundational leadership concepts to advanced application and include:

- Leadership Essentials and Authentic Leadership
- Leadership Communication
- Emotional Intelligence
- Decision-Making Under Pressure
- Transitioning from Teammate to Team Leader
- Creating a High-Performance Culture
- Understanding Performance Issues
- Performance Coaching
- Courageous Conversations
- Sustaining a High-Performance Culture
- Growth Action Plans
- Final Knowledge Assessment and Individual Growth Action Plans

The program goes beyond knowledge transfer**.** LEP develops leaders who can apply what they learn, positively influence organizational culture, strengthen teams, and lead with clarity, resilience, empathy, and accountability.

Course Level: Basic

Length of Course: 4 Months
Certificate of Completion

Who Should Attend:
City Managers, Utility Directors and Department Leaders

Course Instructor:
Vern Tubbs, Summit Point Leadership

Course Location:
ECG Training Institute
1000 Mahala Drive
Forsyth, GA 31029

Course Pricing: $4,000.00

Course Dates:
Module 1: February 10-11, 2027
Module 2: March 25-26, 2027
Module 3: April 27-28, 2027
Module 4: May 25-26, 2027

Classes will be held from 9:00-4:00pm.
Lunch will be provided.

Cancellation Policy
If you are unable to attend, substitutions will be permitted up to one week prior to the first day of class with written notification; no refunds or credits will be given. Attendees must attend all days to receive their Certificate of Completion. ECG reserves the right to reschedule or cancel any scheduled training class or replace personnel.