

People Leader Acceleration NETWORK (PLANET™)

Reimagining People Leadership
February 15, 2022-July 19, 2022
Agenda



Before Module 1

- Kick-Off Session – **Tuesday, February 15, 2022 @ 1:00pm-2:00pm Eastern Time (USA)**

- Complete Hogan Assessment
- Group Coaching: Hogan Debrief

Participants to receive directions to take the Hogan Assessment as soon as they enroll. Participants will choose one of two 1.5-hour group Hogan debriefs to attend after completing assessment.

- Session 1: March 11, 2022 @ 12:00pm-1:30pm Eastern Time (USA)
- Session 2: March 17, 2022 @ 2:00pm-3:30pm Eastern Time (USA)
- Draft Personal Leadership Profile (PLP)

Module 1

Tuesday, March 22, 2022 @ 11:00am-1:00pm Eastern Time (USA)

Understand the Changing Role of People Leaders and Articulate What Type of Leader You Want To Be (Hogan Assessment and Personal Leadership Profile)

- Welcome including agenda, program overview, module outline
- Hogan Assessment refresh on the importance of self-awareness as a bridge between identity and reputation
- Personal Leadership Profile (PLP) and the importance of knowing what you stand for and want to be known for as a People Leader
- Preview of Module 2 and pre-work assignments

Assignment prior to Module 2

1. Review, revise, and update your PLP based on today's discussion
2. Identify 1 thing you want to be known for as a leader and be prepared to discuss it during Module 2
3. Revisit your Hogan Assessment and note any feedback that may present a significant barrier to you achieving your desired leadership brand

Module 2

Tuesday, April 5, 2022 @ 11:00am-1:00pm Eastern Time (USA)

Enable Career Goals By Building Critical Capabilities, Experiences, and Relationships

- The emerging People Leader role, with an emphasis on key differentiators including integrating business and people leadership strategy, leading change, being a coach and advisor, developing talent to drive performance, and reimagining the future of work and leadership
- How to take control of your own development destiny to ensure you are future-ready as a People Leader
- Preview of Module 3 and pre-work assignments

Assignment prior to Module 3

1. Identify and write down your organization's 3-5 strategic business priorities
2. Identify and write down your organization's 3-5 people leadership priorities

Module 3

Tuesday, April 19, 2022 @ 11:00am-1:00pm Eastern Time (USA)

Build a People Leadership Strategy and Effectively Lead Change

- A simple people leadership strategy framework to assess and address your organization's business and people leadership priorities, issues, and actions
- An even simpler leading change framework that poses the critical question, "from what to what?"
- Preview of Module 4 and pre-work assignments

Assignment prior to Module 4

1. Read ZTRON Technologies Mini Case
2. Connect with your peer group to discuss the ZTRON case and prepare a brief report out

- You will be emailed your groupings for this assignment. Then, set a time to connect via phone with your group and discuss the case questions for approximately 1.5 hours. For Module 4, be prepared to give a 5-minute summary of your recommendations from your conversation

Coaching Session #2

Weeks of May 2, 2022 or May 9, 2022, scheduled one-on-one

Module 4

Tuesday, May 17, 2022 @ 11:00am-1:00pm Eastern Time (USA)

Bring a People Leadership Strategy to Life and Coach Others

- Mini-case peer coaching discussion, debriefs, and lessons learned
- “You know you are a people leader when”... storytelling, lessons learned, and what great leaders know, do, and ask using the art of the question
- Preview of Module 5 and pre-work assignments

Assignment prior to Module 5

1. Complete the Developing Leadership Talent Assessment
 2. Read “Leadership Development: The Shift from ‘Ready Now’ to ‘Ready Able’” by Lacey Leone McLaughlin, Albert A. Vicere and Ian Ziskin
 3. Read “The Future of Work and Leadership: 10 Predictions, 3 Trends, and 5 Capabilities” by Ian Ziskin (Essay written for *The End of Jobs* by Jeff Wald)
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Module 5

Tuesday, May 31, 2022 @ 11:00am-1:00pm Eastern Time (USA)

Develop Talent to Drive Performance and the Future of Work and Leadership

- Leadership development rules, tools, and learnings from best practice companies, and the role of People Leaders in developing talent
- Performance culture, and the conscious trade-offs and choices that organizations must make regarding key dimensions of organizational culture necessary to drive performance
- Seeing around corners to reimagine the future of work and leadership...and ensuring you are ready for and relevant to these transformational changes

Assignment prior to Module 6

1. Develop 2 questions you would like to ask the Senior Leader Panel
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Coaching Session #3

Week of June 13, 2022, scheduled one-on-one

Module 6

Tuesday, June 28, 2022 @ 11:00am-1:00pm Eastern Time (USA)

Senior Leader Panel and PLANET™ Program Wrap-Up

- Free-wheeling discussion and Q&A with a panel of highly experienced People Leaders
 - Discussion of one implication/one action resulting from PLANET™
 - Closing remarks and final thoughts
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Cohort Post Program Check-In

Tuesday, July 19, 2022 @ 11:00am-12:00pm Eastern Time (USA)

Reconnect with Cohort Members & Update on Progress

- Reconnect and discuss value of network
- Share biggest take-aways after having more time to practice
- Get peer advice on areas that are still challenging
- Provide feedback on the program