CoEffex
Driven by Data. Powered by People.

EMERGING LEADER PROGRAM

7-WEEK LEADERSHIP DEVELOPMENT COHORT

COHORT STARTS
OCTOBER 7th

$1795 PER PERSON
LIMITED SPOTS

REGISTER NOW!

"I came to learn about leadership. I walked away with a completely different view of my potential.

-Emerging Leader Cohort Participant

WHO SHOULD ATTEND?

- High-potential employees identified for future leadership roles
- Individual contributors interested in future leadership roles or professional growth
- Newly promoted managers
- Team leads preparing for leadership responsibilities

WHAT IS IT

Having a strong leadership pipeline has never been more critical. Organizations that identify and support their future leaders will retain top talent, enhance culture, and ensure ongoing growth.

Grounded in research and practical application, this **7-week cohort** is designed to develop future leaders through assessment, immersive learning, and practical workshops that will ensure their future success.

DID YOU KNOW?

- **82% of managers become leaders without formal training**
- **Top-performing managers drive 48% higher profits than average managers**
- **70% of team engagement is directly tied to the quality of their manager**

WHAT TO EXPECT

IDENTIFY

SELF ASSESSMENT

Objective data revealing each individual's leadership readiness across three key dimensions, before they step into the role.

SEE SAMPLE ASSESSMENT

EDUCATE

HALF-DAY ACADEMY

A half-day introduction to the coaching performance equation and the behaviors that define great leadership from day one.

SEE THE ACADEMY

DEVELOP

VIRTUAL WORKSHOPS

Six 60-minute virtual sessions covering the six coaching themes, giving emerging leaders the skills to coach their future teams.

SEE THE WORKSHOPS

PROGRAM TIMELINE

Each step in the Emerging Leader program is powerful on its own. Together, they provide participants a comprehensive experience for identifying and developing their leadership skills.

1

Pre-Program
Self-Assessment

Complete the Emerging Leader Index self-assessment *(15 to 20 minutes)*

2

Academy + Workshops Development

- Participate in the Emerging Leader Academy on **October 7th**
- Beginning **October 14th**, attend six weekly virtual workshops

3

Post-Program
Self-Assessment

Complete the assessment and receive your updated index report

PROGRAM DELIVERABLES

The Emerging Leader Index assesses individuals across three key dimensions that signal leadership readiness:

SEE SAMPLE ASSESSMENT

EMERGING LEADER **INDEX**

The Emerging Leader Index (ELI) helps organizations identify high-potential, early-career leadership talent and provide data-driven insights to strengthen leadership effectiveness.

Participants receive individualized reports highlighting leadership understanding, behaviors, and natural tendencies—creating clear, actionable development opportunities.

KNOWLEDGE	Understanding of foundational leadership concepts, coaching practices, and team effectiveness.
BEHAVIOR	Natural tendencies in leading others, making decisions, and navigating interpersonal dynamics.
ENJOYMENT	Preference and alignment for growing as a leader, taking on increased responsibility, and making a greater impact.

EMERGING LEADER **ACADEMY**

WHAT YOUR TEAM WILL LEARN

Based on more than 15 years of The Coaching Effect research, the **Emerging Leader Academy** is designed to help aspiring leaders understand the actions and behaviors of effective leaders, so they are equipped to be high-impact leaders from the start of their leadership journey.

ACADEMY **AGENDA**

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10:30 AM - 2:30 PM CST | BREAK: 11:45 AM – 12:00 PM | LUNCH BREAK: 1:00 – 1:30 PM

10:30 AM – 10:50 AM CST
INTRODUCTION TO THE PROGRAM

Key Takeaways:

- An introduction to the Emerging Leader Program and its overall goals
- Key steps participants will complete throughout the program
- An introduction to the Emerging Leader Index and how it supports self-awareness and leadership development

SESSION ONE: 10:50 AM – 11:45 AM
THE STUDY OF GREAT LEADERSHIP

Key Takeaways:

- Getting to know your fellow participants
- The traits of great leaders
- The impact of great leadership on performance

SESSION TWO: 12:00 PM – 1:00 PM CST
APPLYING THE PERFORMANCE PRINCIPLES

Key Takeaways:

- Great leaders and the performance principles
- Improving in the performance principles

SESSION THREE: 1:30 PM-2:30 PM CST
YOUR LEADERSHIP DEVELOPMENT & WRAP-UP

Key Takeaways:

- Understanding your ELI report
- ELI questions
- Finding your why for leadership
- Setting your growth goals for the Emerging Leader Program

WORKSHOP SCHEDULE

WHAT YOUR TEAM WILL LEARN

The **Emerging Leader Workshops** are research-based, so your future leaders gain applicable knowledge they can actually use. Over six weeks, participants will be introduced to the coaching behaviors that will maximize their coaching interactions.

WORKSHOP #1 | CONNECTION
Effective leadership starts with connection—leaders are trusted more when they genuinely care about people.

WORKSHOP #2 | COMMUNICATION
Good communication fuels performance by aligning strategies, clarifying expectations, and reducing stress across the team.

WORKSHOP #3 | CHALLENGE
Great leaders provide structure, and know when to push team members beyond it to boost engagement.

WORKSHOP #4 | PSYCH SAFETY
Psychological safety boosts the sharing of ideas, risk-taking, and innovation, leading to lower turnover and happier teams.

WORKSHOP #5 | STRUCTURE
Teams perform better with clear structure and accountability, doubling goal achievement in high-performing environments.

WORKSHOP #6 | SKILL DEVELOPMENT
To improve performance, leaders must grow team skills and doing so also strengthens trust and relationships.

MEET THE INSTRUCTOR

SARAH WIRTH

President of CoEffex and co-author of The Coaching Effect

A renowned leadership expert with 20+ years of experience in employee assessment, leadership development, sales coaching, and customer service. She has advised and presented to top organizations such as Mercedes-Benz, Estee Lauder, Ritz Carlton, and The Cheesecake Factory. Sarah brings an analytical yet practical approach to leadership that inspires measurable results.

Sarah has a proven track record of helping leaders & teams succeed:

- Led a leadership consulting division that grew revenue by 65%.
- Increased client contract retention by 36% at a publicly traded firm.
- Grew CoEffex's client retention to 94%.

Her presentations are interactive, actionable, and rooted in research and leave audiences motivated and equipped with tools they can use immediately.

WHY YOU'LL LOVE SARAH

*"Too often, organizations offer leadership opportunities without the support needed to succeed. New Hope is closing that gap by **building a culture of prepared, confident leaders** through CoEffex's Emerging Leader Program."*

Matt Simon
Chief Operations Officer
New Hope Treatment Centers Inc.

HAVE QUESTIONS?

Scan code to see frequently asked questions about the Emerging Leader Program

READY TO BUILD YOUR LEADERSHIP BENCH?

Connect with CoEffex to learn how data-driven insights can drive real leadership impact.

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