



Presentation Agenda

- LEAD Program
- Building Leadership Excellence (BLE)
- Emerge
- Succession Planning



LEAD Program Overview

Learn to Lead

Engage with Leadership

Advocate for Improvement

Develop and Grow





LEAD Program Overview

- **Agency Improvement**
 - Agency Improvement Projects
 - Initiative-based Improvement Projects
 - Community Service Project
- **Training Courses**
 - In-person Trainings
 - Online Trainings
- **Group Leader Role Assignment**
- **BMV Leadership Roundtable**
- **Career Exploration**
 - Individual Development Plans
- **Team Building**
- **Communication Methods**
 - Email
 - Conference Calls/ Video Conferences/ Webinars
 - Laptops for Use in Branch
 - In-Person Meetings



Building Leadership Excellence (BLE)

- Supervisor focused soft skills training
- In-person training
- 11 focus areas (handout-overview)
 - Communication Styles
 - Dealing with Difficult People
 - Leadership Fundamentals
 - Leading Your Team
 - Managing Employee Performance
 - Strategic Leadership
 - Avoiding Burnout
 - Leadership Credibility
 - Understand and Managing Differences
 - Managing Team Conflict
 - Thinking Strategically



Emergence Program

- Transitioning front line associates to front line leaders.
- Program & curriculum is currently in development
- The program will contain a tool box of reference material to help new leaders and those who are recently promoted, better understand the role of leadership.



Succession Planning

- Identify risk – potential turnover
- Identify key talent
- Create development plans



For More Information

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