

## Level #1: Lead Yourself

You've heard the saying "lead by example," but have you stopped to ask if the example you're setting is good or bad? Are you an effective contributor who should be modelled by others in your organization? Do you have a strong foundation to build on, and a polished set of skills to help teach others on your team?

### Possible Topics

- Learn How to Learn
- Emotional Intelligence
- Problem Solving
- Decision Making
- Information Management
- Time Management
- Habits and Routines
- Communications
- Self-Marketing

Ideas for improvement:

## Level #2: Lead a Team

As you grow from a contributor to a leader, it is important to learn how to work through others without being a micromanager, how to set boundaries but still give room for creativity, and how to establish healthy cultural norms but still allow team members to be themselves. This is the most challenging transition in your leadership journey.

### Possible Topics

- Vision and Boundaries
- Motivation, Purpose, and Culture
- Delegation
- Coaching
- Lead Meetings
- Project Management
- Hiring

Ideas for improvement:

## Level #3: Lead a Department

Are you ready to start thinking bigger than the project and about disciplines outside of your function? This transition begins to move you away from being a functional contributor and into a more strategic and management role. You'll be asked to put your problem-solving skills to work on higher-level issues across a range of projects and organizational initiatives, and your time horizon will shift from quarters to years.

### Possible Topics

- Execution Strategy
- Product Management
- Resource Planning
- Personnel Development
- Budgeting
- Negotiation
- Change Management

Ideas for improvement:

## Level #4: Lead an Organization

If you think finding solutions within your function is fun, you might enjoy building and shaping entire organizations. Leaders at this level develop a clear vision for the world, then assemble and manage the teams, products and processes to make that vision a reality. The work is highly strategic, requires exceptional people skills, and requires constant learning and growth. Want to join an organization's leadership team? Begin developing in these areas.

### Possible Topics

- Vision Strategy
- Cross-Discipline Leadership
- Business Development, Marketing, and Sales
- Operations and Execution
- Relationships and Partnerships
- Organizational Finance
- Legal and Governance

Ideas for improvement: