ALLEN LEIGH HUMAN CAPITAL

CORE NEXT
LEAD BEFORE THE TITLE

A practical leadership experience for emerging leaders
ready to step up, think differently and increase their impact.

THREE HALF DAYS
Live virtual learning

EMERGING LEADERS
High-potential talent & future managers

PRACTICAL TOOLS
Built for immediate application

Leadership starts before you become the leader.

CORE Next is designed for people who are beginning to be looked to as leaders—whether or not they have the title yet. It helps emerging leaders develop the mindset, judgment, perspective and influence to contribute at a higher level, while building the habits that make others trust them with more.

IF YOU ARE AN EMERGING LEADER

You will build a clearer leadership identity, strengthen your voice and judgment, learn how senior leaders see the business, and become more effective at influencing people around you.

IF YOU ARE INVESTING IN YOUR PEOPLE

CORE Next gives high-potential employees a common leadership foundation before promotion. Participants return with stronger judgment, broader business perspective and practical tools they can use immediately.

The Five Mindsets

1 // STEP UP Leadership Identity & Voice	What do you stand for? What do you want to be known for? Learn to use your voice constructively without becoming rigid, reactive or simply trying to be right.
2 // EXERCISE JUDGMENT Thinking & Discernment	Strengthen how you think. Separate facts from assumptions. Know when to decide, seek advice, consult, challenge or escalate—and practise productive pushback.
3 // SEE PERSPECTIVE Think Like a Senior Leader	Move beyond your own role. Learn to consider the five executive lenses senior leaders are holding: People, Performance, Profit, Risk and Reputation.
4 // INFLUENCE & RELATIONSHIPS Lead Without Authority	Use EQ-i insights, emotional intelligence and the Influence/Authority Matrix to build relationships, manage up and influence without relying on title.
5 // FOLLOW THROUGH Ownership & Execution	Turn good intentions into trusted leadership through clear commitments, accountability, prioritization, reliability and a focused 90-day plan.

CORE NEXT

Three half days. One practical leadership foundation.

Half Day 1

STEP UP + EXERCISE JUDGMENT

Develop your leadership identity and voice. Explore what you want to be known for, how to contribute without becoming rigid, and how to exercise sound judgment. Practise Productive Pushback using three questions: Is it mine? Is it useful? How do I raise it?

Half Day 2

SEE PERSPECTIVE + INFLUENCE

Learn to see what senior leaders see through the Five Executive Lenses: People, Performance, Profit, Risk and Reputation. Use EQ-i and the Influence/Authority Matrix to understand how you build relationships, manage up and influence without formal authority.

Half Day 3

CORE CONVERSATIONS + FOLLOW THROUGH

Put the mindsets into action. Practise CORE Conversations as the communication capability that runs across all five mindsets, then translate learning into commitments, accountability and a 90-Day Leadership Focus.

CORE Conversations runs through everything

CORE Conversations is not another mindset. It is how participants put the Five Mindsets into practice—whether they are offering a perspective, pushing back, managing up, giving feedback, navigating disagreement or following through on a commitment.

The Five Executive Lenses

Before bringing an idea, concern or recommendation to a senior leader, learn to ask:

Have I considered what they are holding?

1	2	3	4	5
PEOPLE	**PERFORMANCE**	**PROFIT**	**RISK**	**REPUTATION**

Who CORE Next Is For

High-potential employees, emerging leaders, future managers and strong individual contributors who are being asked to take on more influence, ownership and responsibility. Participants do not need to have direct reports.

THE OUTCOME

Leaders who know who they are, think before they act, see beyond their own perspective, influence effectively and can be counted on to follow through.

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