

Organizations strive to achieve impactful results. They face a choice: Rely on leaders who haven't been trained or invest in developing capable leaders who tackle everyday challenges with confidence. Talent Academy provides a scalable, cost-effective solution to build eight essential competencies vital for leadership and organizational success.

1. Create a path for **leader success** regarding experiences, knowledge, competencies and behaviors.
2. Recognize **personality** impacts at work and gain insight into how to better lead, motivate, direct, and develop.
3. Build trust, accountability and inspire action by using foundation interpersonal and **communication** planning skills
4. Boost the productivity of performers and build competence in those that may be falling short by **coaching** effectively.
5. Handle productive and destructive **conflict** by developing skills to involve, manage tension and prevent disruption.
6. **Interview**, hire and onboard talent more successfully. Master **engagement** so that top talent can be retained.
7. Foster a positive environment for **change** by using personalized strategies to guide teams through transition.
8. Recognize the impact of **teamwork** and innovative presentation skills in reaching leadership and organizational objectives.



Now delivered one 3.5-hour session (8:30am to 12:00nn Pacific) every week comprising **8 total sessions**.

2025 Virtual Cohort Dates | 8:30a-12:00n (Pacific)

	Competencies Developed	Thursdays	Tuesdays	Wednesdays	Thursdays	Tuesdays
1	Leader Success	Feb 13	Apr 15	Jun 18	Sep 4	Oct 28
2	Personality DISC Styles	Feb 20	Apr 22	Jun 25	Sep 11	Nov 4
3	Communications	Feb 27	Apr 29	July 2	Sep 18	Nov 11
4	Coaching	Mar 6	May 6	July 9	Sep 25	Nov 18
5	Conflict	Mar 13	May 13	July 16	Oct 2	Nov 25
6	Interviewing & Engagement	Mar 20	May 20	July 23	Oct 9	Dec 2
7	Change	Mar 27	May 27	July 30	Oct 16	Dec 9
8	Teamwork	Apr 3	Jun 3	Aug 6	Oct 23	Dec 16

2025 Open Enrollment Fees, Details and Options

\$350 All 8 Sessions state subsidized*
(CA employees only. Company pays \$350 | state pays \$800)

\$1150 All 8 Leadership Sessions non-subsidized

Save 10% when paying for 3 or more enrollments
(per type, online with credit card non-subsidized registrations)

***California State Subsidized:** Pre-authorized to use Talent Authority's state funding. Contact Training@TheTalentAuthority.com for details. Once materials are sent, employers will be invoiced for missed sessions / ineligible trainees at \$100 per session (max \$800). \$350 enrollment fee, once invoiced, is non-refundable. Trainees must earn at least \$23.15 or more per hour (see registration details). 10% off does not apply to this registration type.

Registration Details

Facilitation via **Zoom**. Trainees need to be in a private space with **(1) a computer, (2) webcam on and (3) connected audio** (phone or computer).

Binders with materials, planners, resources will be sent via USPS one week before program starts. Online resources and assessments deployed after program start.

To Register and More Dates:

www.TalentAcademyForLeaders.com

Customization and In-Person: Our open enrollment program uses DISC but we can adapt our content to include any personality assessment, tailoring it to your organization's needs with options for both in-person and/or virtual delivery. Contact us to learn more.

Before joining the program, trainees complete an intake survey that gives our facilitators valuable insights into each participant's specific leadership needs, current challenges, and a self-assessment of their skills in the program's core competencies. Attendees receive an initial self-rating, which they can later compare with a post-program score to measure their progress in the following 8 competencies/sessions.

- 1 Leadership Success.**

What defines success for a leader? This course presents a roadmap, guiding leaders to enhance self-awareness and define their leadership path. Participants create a personal leadership journey across four areas, focusing on three core items they feel are crucial for success within their organizations. Equipped with a renewed "Leadership Mindset" and heightened self-awareness, leaders are better prepared to embark on a transformative journey, positively impacting themselves and those around them. At the conclusion of this module, participants will complete the DISC assessment. **Key Takeaway:** Leaders create a personal development plan for themselves, which they can replicate with direct reports.
- 2 Understanding Personality using the Everything DiSC Style.**

Understanding personality is often overlooked in workplace discussions unless it disrupts productivity. This course enables leaders to recognize how personality influences the workplace. Through the DISC assessment, leaders discover their management style and gain insights into effectively directing, delegating, and motivating their teams. At the conclusion of this module, participants will complete pre-work that will give them insight into their interpersonal skills. **Key Takeaway:** Participants receive unlimited access to DISC Catalyst, which is an online resource allowing them to compare themselves to others within their organization that has taken a Talent Authority DISC assessment, build teams, identify others' styles, adapt to those styles so that insights can be applied daily.
- 3 Communications.**

Without question leaders need robust interpersonal skills. This course provides tools for leaders to build rapport, establish trust, foster accountability, and inspire action. Participants learn best practices for engaging and mobilizing talent, offering feedback, and documenting conversations to ensure task success, equipping them with the foundational skills for impactful communication. When individuals have this foundation knowledge coupled with personality insight, they are well equipped to coach, handle conflict, engage talent, deal with change and harness teamwork. **Key Takeaway:** Using skills learned, leaders plan an important upcoming discussion they have with another.
- 4 Coaching.**

Effective coaching is critical for today's fast-paced workplace. Leaders learn to assess priorities, understand talent capabilities, and maximize every coaching opportunity. This course covers various coaching types and four essential coaching techniques, helping leaders navigate challenging situations, boost engagement, and show appreciation. Leaders leave equipped to support both top talent and underperforming individuals for continuous improvement. **Key Takeaway:** Leaders practice the coaching techniques covered by coaching a fellow participant in class with a situation they are facing.
- 5 Conflict.**

Personality greatly influences conflict response, making it crucial for leaders to navigate both productive and destructive conflict. This course provides tools so that leaders identify early signs of conflict, encourage productive debate, and de-escalate tensions to prevent workplace disruptions. Building on to personality, communications and coaching courses, leaders develop and practice skills to handle conflicts before they impact team performance or productivity. **Key Takeaway:** Each attendee assumes a specific personality and role that a fellow participant is tasked with coaching.
- 6 Interviewing and Engagement.**

The entire talent lifecycle—from interviewing to retention—contributes to organizational success. This course provides the tactics leaders need to refine their interviewing techniques, onboard efficiently, and foster engagement to retain top talent. Leaders learn to select individuals whose skills and values align with organizational goals and receive strategies for creating a supportive environment that enhances job satisfaction and performance so that top talent remain engaged and can be retained. **Key Takeaway:** Participants are provided with turnkey interview, engagement and retention questions, which can be customized to their environments.
- 7 Change.**

Successful change requires leaders who can transform resistance into enthusiasm. This course focuses on the "how" of leading change, equipping leaders to recognize resistance, secure team buy-in, foster agility, and create a positive environment for change. Leaders gain tools to guide their teams smoothly through transitions, making them more receptive and committed to new initiatives. **Key Takeaway:** Participants identify a change situation, individuals involved, personality types and map a strategy to gain the buy in of all team members.
- 8 Teamwork | Capstone Course**

Teamwork is essential to workplace success. In this capstone course, participants practice five teamwork skills as they collaborate on presentations and address realistic scenarios that apply course competencies. This final course reinforces the entire curriculum, boosting leaders' confidence and preparing them to continue their leadership journey beyond the Talent Academy. **Key Takeaways:** Participants (1) complete a post-program assessment, which they can compare to their pre-score; (2) recap the full program's content, (3) discuss leadership challenges through case studies and (4) develop a continued plan for development.