

Leadership Futures™

Do you or your company's leaders experience such problems?

- **Competitiveness among emerging leaders eroding your culture?**
- **"Unwritten rules" for advancement tilting your playing field?**
- **Silo mentality sub-optimizing your leadership team's performance?**
- **Mentoring relationships suffering from false starts or poor traction?**
- **Top talent tired of attending training programs that lack needed sophistication?**
- **Mentees tentative about asking mentors for support when phone calls are not returned?**
- **Executives politely declining requests for mentoring due to fears about time required or failing to live up to a mentee's expectations?**

Most organizations do.

With **Leadership Futures** as part of your organization's diversity strategy, you can build the capacity necessary to do something about them.

What makes Leadership Futures™ significantly different from other mentoring programs?

Many companies today are concerned about the need for greater diversity in their leadership ranks. Diverse candidates cite exclusion from informal networks and lack of mentoring as two major barriers preventing career advancement. **The Leadership Futures™** program tackles these issues head-on by building powerful mentoring relationships between upper-level leaders and diverse candidates aspiring to senior positions.

Unlike most mentoring programs, **Leadership Futures™** achieves success by developing and deepening the skills of mentors as well as mentees. Senior leaders learn to value and leverage diversity while coaching mentees to powerful outcomes. Mentees gain insight, support, and access as they develop their careers. The result is an expanded and strengthened network of leaders, and a mentoring culture that promotes inclusion.

Outcomes: Participants in Leadership Futures™ **GAIN**

- **A heightened sense of self as a leader**
- **Increased visibility within the organization**
- **Access to power, new possibilities, and expanded networks (horizontal and vertical)**
- **A compelling leadership plan with actionable goals**
- **Deepened capacity for coaching across differences and similarities**
- **New appreciation for diversity**

Program Structure

The program provides just enough structure over just enough time to ensure sustained mentoring relationships and solid results.

A mentee who is recognized as an emerging leader is paired for a twelve-month period with a member of the organization's senior management team.

Mentor and mentee meet regularly and consult on their progress with a seasoned executive coach.

Participants learn to produce powerful mentoring outcomes as they attend a series of skill-building seminars designed to promote networking across mentor pairs.

Mentees participate in additional developmental activities to enhance their skills and complete their leadership plans.

The Next Level supports the progress of the pairs through periodic evaluation and consultation.

The program culminates in a celebration event.

TM

The Leadership Futures™

program tackles these issues head-on by building powerful mentoring relationships between upper-level leaders and diverse candidates aspiring to senior positions.

Futures™

Leadership

"The greatest good that you can do for another is not just share your riches, but reveal to him, his own."
Benjamin Desraeli

Client List

American Chemical Society
 American Management Association
 American Journal of Nursing
 ARAMARK
 Avaya
 AT&T
 Banc One
 Babcock & Wilcox
 BMC Software
 Burson-Marsteller Communications
 Catalyst Foundation
 Chubb & Son
 Ciba-Geigy
 CSC Healthcare
 Deloitte & Touche
 Duane Morris & Hecksher, LLP

Ethicon, Inc.
 Ernst & Young
 Equiva Services
 First Union National Bank
 Fleet Bank
 Governments of Australia, Canada, Japan
 Janssen Pharmaceutica, Inc.
 JP Morgan Chase
 Lucent Technologies
 International Center for the Disabled
 Marsteller Advertising
 Merrill Lynch
 New Jersey Department of Personnel
 Ortho-Biotech Products, L.P.
 Owens-Fiberglas

Public Service Gas & Electric Company
 Pennsylvania Power and Light
 Pfizer Inc.
 Polaroid
 Prudential Realty
 Public Service Electric & Gas
 R.W. Johnson Pharmaceutical Research Institute
 Rutgers Center for Management Development
 The Institute for Women's Leadership
 Sills Cummis Radin Tischman
 Epstein & Gross
 Sprint
 Winstar
 World Bank



168 Harrison Avenue,
 Montclair, NJ 07042

973.783.7675
 thenextlevel@comcast.net.

"This is the most successful diversity initiative we've undertaken. We're breaking down walls, creating new connections, and our leaders are walking the talk when it comes to including people."
 "I had no idea how much I was going to learn as a mentor - about myself, about my mentee, about new ways to coach and cultivate relationships. The methodologies provided in Leadership Futures make the gift of mentoring work both ways."
 "I've developed a sense of my professional calling and value to the organization. My mentor helped me define my niche and plot a path to get there."
 "When you grow up in a Sales and Marketing organization, you can get a closed or limited view-point. It has been invaluable to me to take the blinders off to see what's available, and to have someone who can help me get there."
 "Leadership Futures created the possibility for a mentoring culture to take hold here. Since graduating from the program as a mentee, I have been approached by a colleague to serve as a mentor and have embraced his invitation among the most gratifying experiences I have had."
 "In the past I have felt that because these folks (senior executives) are at higher levels, I've not wanted to burden them, make demands which are too great on their time. Leadership Futures puts forward reality-based expectations for mentors and mentees, and emphasizes quality of the encounter not quantity of time."

Quite simply the most powerful thing we've done as a leadership team."