

PRO RISING LEADERS

DESCRIPTION *Sustainable Leadership Practice for Established Managers*

The Rising Leaders Certificate Program is an opportunity for established managers to up-skill and advance with more responsibility and visibility in their organizations. It prepares the shift from general management skills to leadership practice, where leading people and personal impact are crucial.

Participants will develop and practice skills in three roles fundamental for rising leaders - Leader, Manager, and Coach (LMC). All three have functions, disciplines, and capacities, and the organization is the context where all three integrate. When skillfully combined, they create conditions of sustainable high-performance leadership.

Outcomes: On completion of the LMC program, you should be able to:

- Demonstrate an understanding and appreciation of models and approaches of the three roles (LMC) and their effect on the organization.
- Integrate models and approaches to develop your personal LMC capabilities and style that is sustainable in practice.

ELIGIBILITY REQUIREMENTS

- Identified as high potential talent for upskilling ready to advance to greater responsibilities.
- Nominated by your company
- 3–5 years in a sports management role managing direct reports and/or teams.
- A personal need to proactively self-develop capacity, professionalize, increase market value, progress career, and/or improve role performance.

COHORT SIZE

30

COURSE DATES

- April 18th
- May 16th
- June 20th
- July 18th
- August 15th
- September 12th
- October 17th
- November 14th
- December 19th (CAPSTONE)
- January 16th, 2024 - Final session

COURSE FORMAT

- Six (6) - 65 min. workshops
- Two (2) - 60 min. seminars
- One (1) - Capstone Experience
- Formal practice between sessions
- Informal "Buddy" coaching in between sessions (as needed)
- Optional 1:1 meeting with Facilitator - sign-up link to be provided.

COURSE FACILITATOR

John Grisby is an industry consultant and academic Professor of Practice (Leadership). He is based in London and works internationally across multiple sectors. John has a track record of helping business leaders and corporate executives transform their roles, teams, and organizations. He specializes in building capacity and accelerating sustainable leadership practice to achieve results—reducing failure to cope with business/industry '4.0' environments.

John has published a sustainable leadership practice book for next-generation leaders in sports, *Games You Can Play—Experience the Meaning of Winning in Sports 4.0* (Michael Terrence Publishing 2019). He has written numerous business and sports leadership articles internationally, which include; Chartered Management Institute Insights (CMI), Global Professional Tennis Coaching Association (GPTCA), International Journal of Sport Science and Coaching (IJSSC) English Rugby Football Union Technical Coaching Journal (RFU), and the Journal of London Football Coaches Association (LFCA).

INTERESTED? APPLY TODAY!

PRO SPORTS ASSEMBLY

PROSPORTSASSEMBLY.ORG

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COURSE FORMAT

PART I - LEADER (STRATEGY)

Session 1 - Sports Personal Leadership Systems in Play

Participants learn a framework to develop a deeper strategic and contextual understanding of leadership in a variety of sporting contexts. Complete a Leadership Mindset-Map Profile after the session to help understand your leadership role and how it impacts management, communication, people, strategy, and performance.

Session 2 - Sports Organizational-Sector Leadership Structures in Play

Align the personal leadership framework with organizational-sector leadership structures. Develop a deeper strategic and contextual understanding of organizational behavior and culture across a variety of sporting contexts. Complete the Organizational Leadership Structures Audit after the session to help you understand the collective nature of your organization.

Session 3 - Leader's View featuring Expert Panel

Synthesize learning from the first two sessions with theory into practice. Gain insights from experts who speak about their approaches, challenges, development, and thinking. Experience how leadership/management roles function in sports organizations. It's also an opportunity to understand how different sports organizations operate (football, wrestling, collegiate, grassroots, etc.).

PART II - MANAGER (DAY-TO-DAY)

Session 4 - Management in Practice

Explore the current changes and pressures on Management. Define your role as Manager and map your present/future role responsibilities, identify gaps, opportunities, problems, and challenges. Identify the types of Management conversations you're having between all three LMC to potentially shift into a more sustainable approach.

Session 5 - Manager's View featuring Expert Panel

Gain insights from experts about management practice - approaches, challenges, development, and thinking. It's also an opportunity to understand how different sports organizations operate (football, wrestling, collegiate, grassroots, etc.).

PART III - COACH (PERFORMANCE & PRODUCTIVITY)

Session 6 - Manager as Coach Part I

Learn and practice how to transform the performance of your direct reports. Integrate coaching practice into LMC, existing performance management systems, and day-to-day work life.

Session 7 - Manager as Coach Part II

Continue improving your ability to transform the performance of your direct reports. Learn how to integrate coaching practice into LMC, existing performance management systems, and day-to-day work life.

Session 8 - Manager as Team Coach Part III

Learn and practice the fundamentals of team coaching, facilitating, and building. Review LMC practice and gain peer insights.

CAPSTONE

Session 9 - Capstone Experience (Virtual)

To obtain the (certificate), you will complete a reflection on how LMC is practiced within your role and present a two-year professional development plan. Finally, you give a brief overview of learning to a panel of experts at the yearly Pro Sports Assembly yearly conference.

Accommodations Statement

If you have a disability that requires reasonable accommodation to fully participate in a PRO event, email membership@prosportsassembly.org at least three (3) business days in advance for arrangements to be made. Your response helps us make all PRO events more inclusive.

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