



Program Name: *Developing Leaders*

Program Budget: \$1 Million USD

Duration: 12-month program

Quantity of Learners: 100 upper/middle managers

Expertise: Spread across general and functional management roles

Responsibility: Each learner manages teams of 10-25 employees

Tenure: Average time at the company is over 10 years

Champion: The CEO has initiated and funded the program

Business Objectives (*Each group assigned to 1 of the below)

1. Revenue **growth** – *Facilitator: Chander Sharma*
2. Increase **profitability** – *Facilitator: Leon Fraser*
3. Develop **skills** for future-ready workforce – *Facilitator: Jennifer Goetz*
4. Create cross-functional **collaboration** – *Facilitator: Mukesh Patel*
5. **Succession** – *Facilitators: Sharon Lydon and Renee Payton*

Measurement Expectations (*Pick 1)

1. Short-term: investment analysis within 6 months of program completion
2. Long-term: quantitative and qualitative support to reinforce program investment