

Welcome to Leader in Training LIT Virtual – Cohort 2



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[LIT Virtual Connection Page](#)

- Class Dates
- Class Content
- Pre-Work
- Capstone & Graduation

Who is trueU?

We are a community of businesses who believe their people are their greatest **strategic advantage**. We provide opportunities for our member companies to:

ATTRACT | ENGAGE | DEVELOP

Top Talent, Like You!

How do we do it?

Community Connections

1

In person and virtual connection opportunities for CEOs/Executives, HR Leaders, & People Leaders. You're invited to attend both our trueU Tuesdays and trueU Timeouts. Register with password ***culturemadesimple***



trueU Leadership Academy

2

Foundational EMERGING LEADER	Developmental LEADER IN TRAINING	Strategic ADVANCED LEADER
<p>A program designed for high potential individuals who are at the beginning of their leadership journey and need leadership skills to successfully lead teams.</p> <ul style="list-style-type: none"> Develop the self-awareness required for continuous self improvement and engagement of others. Recognize strengths and talents to understand how these shape their leadership style. Build a foundational tool kit to prepare for the next level of leadership. 	<p>A program for managers with some leadership experience who need to strengthen their skills to take themselves and their teams to the next level.</p> <ul style="list-style-type: none"> Increased confidence and competence to develop and lead successful teams. A clear understanding of what it means to lead others, not just manage them. Elevated understanding of self and others to solve problems and drive results. 	<p>A program for seasoned leaders designed to broaden their leadership approach and competencies to positively affect the organization.</p> <ul style="list-style-type: none"> Gain insights into personal leadership styles and highlight blind spots to improve leadership performance. Develop advanced skills required to elevate teams and individuals. Clearly articulated purpose, mission, and values to increase leadership impact.

3

MytrueU Digital Solution

Content + Community on your laptop or mobile device



Leader in Training Faculty



Stacy Alldredge
DiSC
Management



Missy Shopshire
Strategic Thinking
& Coaching Skills



Derrin Slack
Outward
Inclusion

LIT Program Objectives

- Increased confidence & competence to develop and lead successful teams.
- Clarity on what it means to lead others, not just manage them.
- Elevated understanding of self and others to solve problems and drive business results.



LIT Virtual – Cohort 2

Class Schedule & Assignments

Leaders will attend both sessions

8:30am – 11:30am and 1:00pm – 4:00pm

Calendar Invites with Zoom links to join class have been sent to you from trueU

Date	Class	Come to class with these assignments completed
Class 1 Tuesday Oct. 7, 2025	Program Kickoff	<ul style="list-style-type: none"> Complete the Pre-Assessment
Class 2 Tuesday Oct. 14, 2025	DiSC Management	<ul style="list-style-type: none"> Take the DiSC Assessment
Class 3 Tuesday Oct. 28, 2025	Coaching Skills for Leaders	<ul style="list-style-type: none"> What are the differences and similarities between the roles: Coach, Manager, & Leader
Class 4 Tuesday Nov 4, 2025	Decision Making & Strategic Thinking	<ul style="list-style-type: none"> Come prepared with three challenges you are facing within your team or department
Class 5 Tuesday Nov 18, 2025	Adaptive Leadership & Managing Change	<ul style="list-style-type: none"> Take the Adaptive Leadership Assessment & download the workbook from the Blanchard Learning Portal
Class 6 Tuesday Dec. 9, 2025	Outward Inclusion & Presentation Skills	<ul style="list-style-type: none"> You will be given time in class to work on your Capstone with your team.
Class 7 Tue or Wed Jan 13 or 14, 2026 Graduation: Jan 14, 2026, 3-4pm	Capstones/Graduation You will only attend your assigned Capstone time, given later in the program	<ul style="list-style-type: none"> Complete: Individual Reflection One Word/Quote Present your Capstone & Reflection Presentations

Managers will be invited to attend Capstones and Graduation.

Invitations with specific Capstone times will be sent to Managers one month prior to the event.

LIT Reflection, Capstone and Graduation

In this section, we will cover everything you need to do to graduate from the Leader in Training Program

You will be expected to:

- Participate in all **LIT Virtual Classes**
- Complete the **LIT Reflection, One Word & Quote**
- Deliver your two-part Capstone Presentation:
 1. **Team Capstone Presentation**
 2. **Your Personal Reflection.**
- The **LIT Virtual Graduation** will be held on **January 14, 2026, from 3 – 4 pm**

LIT Capstone Presentation Part One

Team Presentation 30 minutes

Later in the program, we will assign you into a team with 2-3 other leaders.

Your team will choose one of the LIT Virtual Classes to present on:

- DiSC Management
- Coaching Skills for Leaders
- Decision Making
- Strategic Thinking
- Adaptive Leadership
- Leading Change
- Inclusive Leadership

Questions you will answer in your Team Presentation

1. What were the main the concepts taught in the class your team chose.
2. Why do these concepts matter?
3. **Each Leader: How have you individually** used the class concepts in your team, organization or leadership. What were the most important lessons you've learned from this class.

* **Emphasis on your Team Presentation should be on Question #3**

LIT Capstone Presentation Part Two

Personal Reflection Presentation - 3 minutes/leader

Share about your LIT Virtual experience. Your LIT Reflection Assignment will help you think through the past few months and allow you to share with the audience your thoughts around **one or two** of these questions:

- Before LIT I was/my leadership was...
- The LIT program transformed me by...
- The classes that impacted me the most were (...) because (...)
- Because of what I've learned, I am now committed to...

What you can Expect at Your Capstone & Graduation:

- Each team will have up to **60 minutes** to:
 - Present your Team Presentation (Part 1)
 - Present your Personal Reflection (Part 2)
 - Respond to any questions from your Manager or company leaders.
- You will only attend your Capstone presentation time (i.e., 9:00am-10:00am).
- Each leader will present both parts of their presentation to all attendees.
- You may use slides if you like, but it's not a requirement.
- Be prepared to respond to questions from your manager.

LIT Reflection, One Word and LIT Quote

Due January 6, 2026

The Reflection Assignment is a requirement to Graduate from the Leader in Training Program.

- Answer the questions on the next page that pertain to each class you will take part in over the next three months.
- To complete the LIT Reflection, use the [LIT Reflection link](#). This link is also included in the [LIT Virtual Connection Page](#).
- We recommend that you create a Word document with your answers to the questions, then copy and paste them into the online version.
- The online document can be saved. You will receive an email from Formstack with a link to continue.
- To prepare for the Reflection Assignment, after each class use the last two pages of this section to track your take aways.
- **A copy of your LIT Reflection will be emailed to your direct manager.**

The questions on the next page are the same questions as this online document.

LIT Reflection, One Word & Quote Assignment

Due Tuesday, January 6, 2026

We will use your LIT One Word and Personal Quote in our LIT Graduation Slide Show

Tell us **ONE WORD** that describes your LIT Virtual experience.

In 25 words or less, give us a **PERSONAL QUOTE** about your LIT Virtual experience or how you feel you've developed as a leader since starting LIT.

Answer the following, in under 200 words for each questions.

1. Tell me about a time you customized your message or communication to someone because you considered their primary **DISC** style. Share how this influenced the conversation.
2. What have you learned about **Six Thinking Hats**? How will you use it to facilitate group discussions?
3. Describe how you applied the content from the **Strategic Thinking** class to a problem on your team or in your business. Did you use the PITSTOP Strategy? What value did it bring to your team/department/organization?
4. Which **Adaptive Leadership** style do you already use well, and which one do you want to use more? Give an example of how you applied this.
5. Describe how you will approach future **Change** or have approached change differently.
6. Share how you've applied what you learned in the **Inclusive Leadership** Course.
7. Write your **LIT Commitment**. What have you learned in LIT that you are committed to applying as a developing leader.

LIT Key Commitments

DiSC Management Class

- _____
- _____
- _____

Coaching Skills for Leaders

- _____
- _____
- _____

Strategic Thinking

- _____
- _____
- _____

Decision Making Class

- _____
- _____
- _____

Six Thinking Hats Class

- _____
- _____
- _____

LIT Key Commitments

Adaptive Leadership

- _____
- _____
- _____

Leading Change

- _____
- _____
- _____

Outward Inclusion

- _____
- _____
- _____

Presentation Skills

- _____
- _____
- _____

Ground Rules

MAKING THE TRANSITION



Give and Take.

1. What do you GET when you take a manager role?
2. What do you GIVE UP when you take the manager role?

Get

Give Up

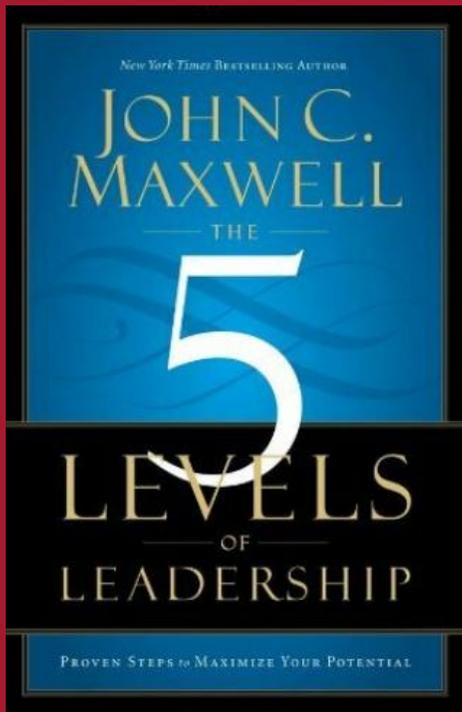
What's the Difference?

Individual Contributor	Manager	Leader

What do you experience when someone is a good manager but not developed as a leader?

What does it look like when someone is a good leader but not developed as a manager?

“Leadership is influence - nothing more, nothing less.”
John Maxwell



5

Pinnacle: Respect

People follow because

4

People Development: Reproduction

People follow because

3

Production: Results

People follow because

2

Permission: Relationship

People follow because

1

Position: Rights

People follow because

5 Levels of Leadership
by John Maxwell 2011
Center Street, Hachette Book Group

LEADERSHIP
BEHAVIORS



Great Leaders.

Think about a leader you have personally experienced that really modeled what it means to be a great leader.

Great Leaders

Who is it?

How did this person model leadership?

Key Characteristic



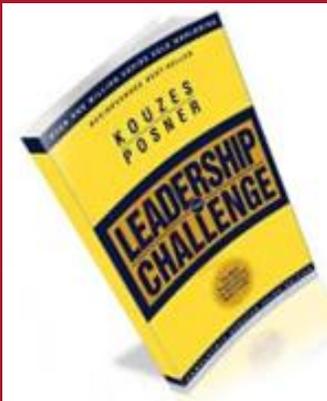
Consider themes from your experiences with leader and these prompts

Discuss and select 3 characteristics most important to effective leadership

Be ready to share why these are most important

Honest	Imaginative	Competent
Dependable	Forward Looking	Caring
Inspiring	Ambitious	Fair-Minded
Straight Forward	Collaborative	Other

Leadership Research



The Leadership Challenge

1. _____
2. _____
3. _____
4. _____

Influence with TRUST



5 Levels of Leadership
by John Maxwell 2011
Center Street, Hachette Book Group

Character – who you are , your inner self									
Need to figure out values and core leadership beliefs and philosophies							High integrity with demonstrated values and core beliefs that are recognized by others		
1	2	3	4	5	6	7	8	9	10
Relationships – who you know and the effort you put into developing connections									
Stay to yourself and make little effort to get to know others							Strong network of contacts and you make efforts to get to know what people care about and need		
1	2	3	4	5	6	7	8	9	10
Knowledge – what you know									
New to the business and learning things every day							Clear expertise; you are an authority in your area and in the overall business		
1	2	3	4	5	6	7	8	9	10
Intuition – what you feel									
Largely unaware of subtle shifts and intangibles							Strong ability to perceive and understand intangibles		
1	2	3	4	5	6	7	8	9	10
Experience – where you have been									
Have faced a limited amount of challenges and experiences							Have worked through a wide range of challenges and experiences		
1	2	3	4	5	6	7	8	9	10
Past Success – what you have accomplished									
Mixed results with past challenges and experiences							Strong track record of success and producing results		
1	2	3	4	5	6	7	8	9	10
Ability – what you are capable of doing									
Others are not fully aware of your abilities							Abilities are recognized and valued by others		
1	2	3	4	5	6	7	8	9	10

5 Levels of Leadership by John Maxwell
Center Street, Hachette Book Group 2011

Self Reflection

Where are you strongest?

Where are your greatest opportunities for growth?

What are some ideas to ignite growth in your areas of opportunity?

A Letter to Yourself

- This is a private letter to yourself.
- Set your focus for the LITV experience
- No one else will read it.
- Things to consider in your letter:
 - What does success look like? Begin with the end in mind.
 - What are you hoping will be different about you at the end of the program?
 - What changes do you hope to see in yourself?
 - When you review this at the end of the program, what type of leader do you hope to be?

