

The logo for trueU, with 'true' in orange and 'U' in dark red.

HR and Culture Made Simple

Leadership Academy

Your Solution for Building Engaged,
Results-Oriented Leaders at Every Level

Leadership Academy: Program Overview

This document is designed to guide you in enrolling your leaders in the right Leadership Program, one that will...

- ✓ Meet your leader where they are now.
- ✓ Prepare them for the future.
- ✓ Place them in a program with like-minded leaders.

We offer four Programs to meet your leader's development needs:

- Manager Principles
- Emerging Leader
- Leader in Training
- Advanced Leader



Program Content and Dates

Manager Principles Tactical Focus

A program to equip managers with the tactical skills and tools to effectively manage teams and drive results.

- Program Kickoff & Managing vs. Leading
- HR Basics for Managers
- Strong Team Member Experience
- Navigating Employee Conversations with Confidence
- Productive Conflict
- Setting Expectations & Driving Accountability
- Launching Your New Perspective

MP 2 – May 20 – Aug 5, 2026

Emerging Leader Foundational Focus

A program designed for high potential individuals who are at the beginning of their leadership journey and need leadership skills to successfully lead teams.

- Program Kickoff & DiSC
- Strengths-Based Leadership & Accountability
- Outward Inclusion & Challenge Activities
- Emotional Intelligence
- Effective Teamwork
- Change & My Personal Development Plan
- Graduation

ELP 6 – Feb 12 – April 30, 2026
ELP 7 - June 18 – Sept 10, 2026

Leader in Training Developmental Focus

A program for managers with some leadership experience who need to strengthen their skills to take themselves and their teams to the next level.

- Program Kickoff & DiSC Management
- Decision Making & Strategic Thinking
- Adaptive Leadership & Leading Change
- Coaching Skills for Leaders
- Inclusive Leadership
- Presentation Skills
- Capstone & Graduation

LIT 33 - Mar 11 – June 4, 2026
LIT 34 - Sept 24 – Dec 17, 2026
LIT Virtual 3 Oct 23, '26 – Jan 8, '27

Advanced Leader Strategic Focus

A program for seasoned leaders designed broaden their leadership approach and competencies to positively affect the organization.

- Program Kickoff & DiSC Work of Leaders
- Driving Change & Talent Strategies
- Culture Building & Systems Thinking
- 360 Feedback
- Legacy Leadership & Working Genius
- Professional Communication
- Capstone & Graduation

AL 7 - August 26 – Nov 18, 2026

Registration closes one month before the start date for each cohort.

Which Program's Right for YOU?

Focus	Manager Principles Tactical	Emerging Leader Foundational	Leader in Training Developmental	Advanced Leader Strategic
Best Suited For	A newly promoted or soon to be promoted team leader, supervisor or manager, who has little or no experience in overseeing people.	Those with less than 12 months experience in leading others or high potential team members who need foundational leadership skills and empowerment to lead confidently.	Mid-level leader's who have been people leaders for at least 12 months and who wish to strengthen their skills in team alignment, change management and strategic thinking.	Senior Leaders and those who have been a people leader for at least 24 months . They have a broad span of influence on the organization, they wish to increase their ability to view the organization as a whole, focusing on mission, vision and values to foster growth, create lasting culture and impactful legacies.
Area of Growth	What do I need to know?	Who am I as a leader?	How can I best lead my team?	What legacy would I like to leave?
Increased Competencies	Change Management Delegation Effective Communication Conflict Management HR Practices Hiring/Talent Management Informing Managerial Courage Model Core Values Planning & Organizing Positive Energy Self Awareness Time & Priority Management	Accountability Active Listening Adaptability/Flexibility Coachable Interpersonal Skills/Approachability Inquisitive Positive Energy Self Awareness Self Leadership Strengths Based Leadership Working Style Awareness Values Diversity	Adaptive Capacity Coaching and Developing Decision Making Effective Communication Enroll/Engage Others Goal Setting Motivating People Leader Problem Solving Self Awareness Teamwork Working Style Effectiveness Values Diversity	Casting Vision & Purpose Communication (Advanced) and Persuasive Presentation Critical Thinker/Problem Solver Dealing with Ambiguity Discernment - Executive Level (Strategic Decision Making) Future Focused Global Thinking Growing Leaders Models Core Values & Culture Strategic Planning Thought Leadership

Leadership Academy: Uniques



Customized Content

Each Program in the Leadership Academy provides leaders with 42 hours of content specific training.



3-Month Programs

Multi-company cohorts meet for a full day every other week for three months.



Certified Facilitators

All facilitators are professionally trained, certified, and experienced in their field of expertise.



1000+ Graduates

Over **250 companies** have trusted trueU with their leaders' professional development to take them to the next level of leadership.



Program Guide

Program Managers host each class in all three programs, ensuring accountability and consistency for participants and their managers.