<table>
<thead>
<tr>
<th>Program</th>
<th>Applicant Profile (minimum one year in current position)</th>
<th>Deadline to Apply</th>
<th>Notification Date</th>
<th>Start Date</th>
<th>Cost Per Person</th>
</tr>
</thead>
</table>
| Focused Leadership (grades 60+)              | • High-performing senior manager  
• Has requested or wants an executive coach  
• Will implement individual and organizational change as a result of 360° feedback and coaching  
• Acts as a catalyst for change                                                                                       | July 20          | Aug. 1           | Sept. 12   | $1200           |
|                                             | *contact your OD Consultant to discuss engaging a leader in coaching outside of Focused Leadership                                                                                                                                  | Dec. 18          | Jan. 10          | Feb. 14    | $1200           |
| Leadership in Action (grades 58+)            | • High-performing mid-to-senior level manager  
• Will implement individual and organizational change as a result of 360° feedback and coaching  
• Models and advocates employee engagement and organizational achievement                                                                 | Sept. 20         | Oct. 4           | Nov. 1     | $1200           |
| Foundations of Leadership (exempt grades 56+) | • High-performing manager  
• Supervise at least one permanent staff member  
• Has attended Universal Manager Training  
• Motivates their team and promotes employee development                                                                 | Aug. 29          | Sept. 12         | Oct. 10    | $700            |
|                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Jan. 31          | Feb. 14          | March 14   | $700            |
| Leadership Strategies for the Individual Contributor (grades 56-59) | • High-performing individual contributor* (*does not manage or supervise staff)  
• Exemplifies teamwork and embraces change  
• Leads projects with multiple stakeholders  
• Uses independent judgment and decision-making to accomplish goals  
• Demonstrates maximum engagement with their role                                                                 | Aug. 23          | Sept. 6          | Oct. 4     | $500            |
|                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Jan. 15          | Jan. 29          | Feb. 26    | $500            |
|                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | April 17         | May 1            | May 29     | $500            |
| Leadership Essentials (up to non-exempt grade 56) | • High-performing support staff  
• Demonstrates maximum engagement with their role  
• Has discussed with their manager an overall development plan of which this is a part                                                                 | Sept. 18         | Oct. 2           | Oct. 30    | $300            |
|                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | March 21         | April 4          | May 2      | $300            |

Center for Workplace Development