



Benefits.

Over the course of a year, Fellows:

- **Assess** their strengths, weaknesses and opportunities.
- **Build** a regional network of peers and corporate leaders.
- **Connect** their leadership potential with core business strategies.
- **Deepen** their contributions to their organizations.
- **Strengthen** their relationships with their managers.

More information:

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NC MID-CAREER LEADERSHIP ACCELERATOR PROGRAM

Engaging Diverse Talent in Core Business Strategies

Purpose.

When it comes to diverse talent, many outstanding, committed organizations are winning the recruitment battle, but losing the retention war. The Partnership's nationally acclaimed suite of Leadership Development Programs helps increase retention at every rung of the corporate ladder.

Overview.

The NC Mid-Career Leadership Accelerator (MCLA) Program trains mid-career professionals on how to strengthen and expand their leadership capacity. The program is designed to develop underrepresented leaders in the industries driving the economy of the Research Triangle and Charlotte Region. Those selected for the program will be chosen for demonstrated talent, desire and potential to lead. Applicants must have the support from senior management to participate in the 9-month training program (from March-December).

Program features:

- The NC Mid-Career Leadership Accelerator Program is for high potential mid-career professionals. The program has been designed as advanced training, to hone and upgrade skills so that participants can move into leadership positions.
- Participants are introduced to executive coaches and cohort groups to further explore Emotional Intelligence theory and findings of their individual EQi and Myers Briggs assessments.
- Participants will identify developmental goals at the individual, team and organizational level on which to focus during the program year.
- Together with their cohort groups, Executive Coaches and participants will design a cohort coaching schedule and determine a methodology that works for their group's bonding and learning.

Application.

The NC-MCLA Program will provide skill development, high-level executive coaching, national networking experiences for 40 high-potential multicultural professionals.

Eligibility. NC-MCLA is open to Blacks, Asians, Hispanics, Native Americans, and South Asians from any industry.

Application. Professionals must submit a completed application and current resume. Click here to register: <https://www.thepartnershipinc.org/contact-us/mid-career/>. Select NC Mid-Career Leadership Accelerator Program and complete form.

Fee. NC-MCLA Program: \$7,000.



THE PARTNERSHIP, INC. MODEL FOR LEADERSHIP GROWTH

The Partnership Model for Leadership Growth is a model for individuals actively seeking to develop themselves as more effective leaders in order to make greater and more significant contributions to their organizations. This structure focuses on three major skill areas:

- Self Leadership – the capacity to drive one’s own growth
- Relationship Skills – the capacity to build and leverage relationships
- Organization Skills – the capacity to understand and effectively navigate the organization

Self Leadership

Self Leadership is the internal underpinning for effective leadership of others. Individuals possessing Self Leadership skills demonstrate the following characteristics and behaviors:

- Understanding and Management of Self
- Self-Efficacy
- Learning Approach and Mindset
- Career Growth/Work Orientation

Relationship Skills

Relationship Skills comprise the ability to build and leverage productive, collegial relationships. Individuals possessing Relationship Skills demonstrate the following characteristics and behaviors:

- Interpersonal/Social Skills
- Strategic Relationship Building
- Influence
- Cross-cultural Communication

Organization Skills

Organization Skills comprise the ability to understand the needs and culture of the organization and to navigate effectively. Individuals possessing Organization Skills demonstrate the following characteristics and behaviors:

- Organizational Awareness
- Political Skills
- Flexibility
- Tolerance for Ambiguity and Complexity



“Our Partnership program graduates are much more equipped to influence their own careers and work situations than their peers.”

A. Fairfield
EMC Corporation