

CHOOSING TO LEAD

WORKSHOP SIX

MARCH 2026

CONCEPTS & LEARNINGS

- Leadership is a choice—clearly understanding what is required, including accountability for results and people, and choosing to step into that responsibility every day, even when it is difficult.
- Leading is hard—leaders are accountable for outcomes without full control, must balance competing priorities, and navigate the complexity of people, motivations, and decisions.
- Great leaders balance results and people—delivering outcomes while motivating, developing, and engaging others to sustain performance over time.
- Be authentic—know what drives you, align your words and actions, and consistently demonstrate what matters through how you show up.
- Motivation drives results—take time to understand what matters to each individual and intentionally connect their priorities to team goals and expectations.
- Create the right environment—your decisions, reactions, and focus signal priorities and directly influence team engagement, trust, and performance.
- Be purposeful in your growth—take ownership of your development by reflecting on your effectiveness, seeking feedback, and intentionally adjusting your approach to strengthen your leadership and your team’s results.

IN YOUR MENTORING GROUP

Program Timeline - Defining Next Steps

As we get ready for graduation, you will shift your attention to the definitive actions to build on the progress you’ve made.

What key skills do you need to master? What experiences do you need to have to be competitive for the roles you aspire to? What relationships do you need to build?

During your closing mentoring time, you will discuss these topics as a Mentoring Group. Consider scheduling a one-on-one discussion with your Mentor to gain their insight.

So, ask yourself...

- How will I stay connected to my peers and Mentor after graduation?
- What type of relationship do I want with these people?
- What system will I use to stay connected with my peers and Mentor?
- How will I hold myself accountable to move my personal action plan forward?

Above all else, graduation is a time for celebration. You have made the commitment to the program. You have tried new things. You have grown your network. Well done! We look forward to the great things that lie ahead for you.

“It’s your turn to choose and define what success means to you. Now, others will try to define it for you, but yours is the only voice that matters.”

PLANNING FOR THE FUTURE

As you reach the end of this professional milestone, know that your journey isn’t complete until you discuss your program participation with your manager and anyone else who sponsored your participation in MANAGE.

- Record your growth in the form sent last month and then use the *Guide for Leading Discussion* to prepare for and host a meeting with your manager to close the loop on the investment that has been made in you.
- Share your successes, highlight how you have put learnings into practices, and demonstrate the impact that you are having on the organization.
- Leverage your graduation from MANAGE to discuss your career interests and future opportunities!