high ground
COACHING AND DEVELOPMENT

Next Gen Leadership Program
Inspiring Leaders to Create Leaders

The Next Gen Leadership Program is a comprehensive leadership development journey designed to strengthen character, communication, and confidence in leaders at every level. Grounded in emotional intelligence and lived leadership experience, this program equips leaders to navigate complexity, lead people well, and intentionally develop the next generation of leadership within their organizations.

Originally developed in 2020, the program has been thoughtfully updated for 2026 to reflect the realities of today's workplace. While the foundational principles remain steady, the language, examples, and applications now align with the pace, pressures, and expectations leaders are facing now.

The Next Gen Leadership Program is designed to be flexible by intention. Organizations may choose a full series of modules to create a cohesive leadership journey, select specific workshops to address immediate needs, or curate sessions for conferences and leadership events. Each engagement is customized to meet leaders where they are and support the outcomes that matter most.

New AI Modules – Human-Centered Leadership in a Digital Age

These modules are integrated into the program flow and designed to strengthen leadership judgment rather than replace it.

Human-Centered AI – Strengthening Communication, Not Diluting It

This session explores how AI may support preparation, clarity, and reflection while keeping communication and accountability fully human.

Outcomes: - Understanding where AI may support leadership communication - Practical boundaries that protect trust and presence - Exercises to strengthen intentional communication

---

Protecting Your Voice – AI as a Thought Partner

Leaders learn how to work with AI in ways that clarify thinking without outsourcing judgment or voice.

Outcomes: - Understanding how to maintain leadership voice while using AI - Techniques for reflective partnership rather than dependency - Practical use cases grounded in leadership ethics

---

Prompting With Intention – Getting More Without Giving Up Control

This module reframes prompting as a leadership discipline rooted in clarity, context, and responsibility.

Outcomes: - Understanding what effective prompting actually requires - Practical frameworks for clearer AI collaboration - Guardrails that reinforce leadership integrity

---

Foundational Workshops

Understanding the Workforce – Leading Across Five Generations

Today's workforce spans five generations, each shaped by different experiences, expectations, and communication styles. This workshop builds understanding of generational perspectives while helping leaders move beyond assumptions toward shared understanding.

Outcomes: - Increased awareness of generational influences in the workplace - Exercises that surface differing perspectives and expectations - Practical strategies for leading across generations with confidence and clarity

---

Emotional Intelligence – Leading From the Inside Out

Emotional intelligence remains one of the most critical leadership capabilities. This session helps leaders understand their own emotional patterns and how those patterns influence decision-making, communication, and trust.

Outcomes: - Clear understanding of emotional intelligence and its leadership impact - Practical techniques to strengthen self-awareness and regulation - Creation of a personal EQ reference guide to support ongoing growth

---

Emotionally Intelligent Communication – Strengthening Connection and Clarity

Communication is both a skill and a responsibility. This workshop focuses on developing emotionally intelligent communication that builds trust, reduces friction, and engages the full capacity of a team.

Outcomes: - Understanding the most critical communication skill for modern leaders - Practical frameworks for clearer, more intentional communication - Guided exercises to strengthen presence and listening

---

Core Leadership Modules

Lead by Example – Making Actions the Message

Leadership influence is shaped less by instruction and more by behavior. This module helps leaders assess how they are showing up and align their actions with the leader they intend to be.

Outcomes: - Awareness of the leader's influence on culture and behavior - Strategies to lead as a stabilizing and positive force - Creation of a personal leadership growth plan

---

Building Confidence in Yourself and Your Team

Confidence is one of the most sought-after qualities in leadership. This workshop explores how confidence is built, sustained, and transferred within teams.

Outcomes: - Understanding what builds authentic confidence - Practical strategies to develop confidence during onboarding and growth phases - Exercises that support immediate application

---

Inspiring Hope and Mobilizing Others

Leaders who inspire hope create momentum. This module brings together motivation, recognition, and purpose to help leaders move people into meaningful action.

Outcomes: - Understanding what motivates individuals to act - Strategies to inspire hope through recognition and clarity - A practical framework for leading with purpose

---

Having Courageous Conversations

Difficult conversations are unavoidable and formative. This workshop equips leaders with tools to navigate high-stakes, emotionally charged conversations with clarity and respect.

Outcomes: - Understanding why courageous conversations matter - Tools to prepare for and lead difficult discussions - Practice planning and executing a real-world conversation

---

Proactive Coaching – Feedback That Fuels Growth

Not all conversations are corrective. Coaching conversations provide feedback that encourages growth, skill development, and alignment.

Outcomes: - Understanding the structure of an effective coaching conversation - Techniques for delivering clear, actionable feedback - Exercises to build confidence in coaching others

---

Strengthening the Character Triad – Courage, Audacity, and Integrity

Character anchors leadership. This reflective and interactive session helps leaders strengthen the virtues that sustain trust and influence.

Outcomes: - Understanding how courage, audacity, and integrity work together - Tools to assess current strengths and growth areas - Practical ways to strengthen character in daily leadership

---

Succession Planning – Creating Leaders Who Create Leaders

Succession planning protects continuity while encouraging growth. This module helps leaders build thoughtful, realistic succession plans aligned with organizational values.

Outcomes: - Understanding the role of succession planning in leadership development - Tools to create consistent, low-friction succession plans - Exercises to identify gaps and opportunities

---

Action, Not Philosophy – Focus, Systems, and Routines

Sustainable leadership requires structure. This workshop focuses on focus, systems, and routines that support productivity without burnout.

Outcomes: - Understanding how focus and systems support leadership effectiveness - Tools to create more time and reduce friction - Exercises to support consistent execution

---

Final Integration Session – Making It Work

This closing session brings together insights, exercises, and lessons from the entire program, helping leaders commit to continued growth.

Outcomes: - Review of key takeaways and applied exercises - Reflection on progress and challenges - Creation of a forward-looking leadership development plan

---

Bonus Workshops

The Art of Public Speaking

This highly interactive workshop helps leaders build confidence, clarity, and presence when speaking.

Outcomes: - Understanding best practices for effective public speaking - Development and practice of an elevator pitch - Extemporaneous speaking exercises

---

Emotional Intelligence in Those You Lead

This session focuses on understanding the motivations and behaviors of others to better support growth and performance.

Outcomes: - Insight into emotional drivers within teams - Techniques to engage and motivate individuals - Integration of skills from previous EQ-focused workshops