

Organizations achieve stronger results when leaders are equipped with the skills, mindset, and tools to guide teams effectively. The Talent Academy for Leaders provides a cost-effective, scalable development experience that builds eight essential leadership competencies—empowering leaders to communicate with impact, coach confidently, resolve conflict, navigate change, and strengthen team performance. Offered as open enrollment or tailored to your organization and delivered onsite at your location.

Key Benefits

- Improves communication, coaching, and decision-making
- Strengthens team alignment and performance
- Reduces turnover through better interviewing and engagement practices
- Builds confidence navigating conflict and leading change
- Enhances long-term leadership effectiveness

What's Included

- Eight live, instructor-led virtual sessions (3.5 hours each)
- Everything DiSC personality assessment + ongoing access
- Personalized pre- and post-program leadership evaluation
- Materials binder (220+ pages), leadership tools, planners, templates, ready-to-use resources, mousepad, stress ball
- Practical application and delivery through case studies, coaching scenarios, and team-based activities

2026 Virtual Cohort Dates (8:30-12:00 Pacific)

Competencies	Wed	Wed	Thur	Thur	Thur
1 Leader Success	Feb 18	Apr 15	Jun 18	Sep 3	Oct 27
2 Personality	Feb 25	Apr 22	Jun 25	Sep 10	Nov 3
3 Communications	Mar 4	Apr 29	July 2	Sep 17	Nov 10
4 Coaching	Mar 11	May 6	July 9	Sep 24	Nov 17
5 Conflict	Mar 18	May 13	July 16	Oct 1	Nov 24
6 Engagement	Mar 25	May 20	July 23	Oct 8	Dec 21
7 Change	Apr 4	May 27	July 30	Oct 15	Dec 1
8 Teamwork	Apr 11	Jun 3	Aug 6	Oct 22	Dec 15

What's Covered

Eight connected modules that build leadership strength and create organizational impact.

Leader Success – Build a personal leadership roadmap and mindset through self-awareness in behaviors, knowledge and skills.

Personality & DISC Styles – Understand how personality drives behavior and decision-making while having better impact with others.

Communications – Strengthen trust, clarity, feedback, and interpersonal effectiveness by recognizing the needs of others.

Coaching – Develop talent by assessing priorities, understanding capabilities, and guiding others toward stronger performance.

Conflict – Navigate productive and challenging conflict by identifying tension early, adapting to styles, and maintaining team effectiveness.

Interviewing & Engagement – Improve talent selection and retention by interviewing effectively, onboarding, and fostering engagement.

Change – Lead teams through transitions by understanding reactions, building buy-in, and creating an environment where change succeeds.

Teamwork (Capstone) – Enhance collaboration and results by applying skills, communicating clearly, and presenting as a team.

Open Enrollment Fees, Details and Options

\$350 California employees, state subsidized-rate
Company pays \$350 | state pays \$800. See details online.

\$1150 Standard rate for all 8 sessions

Save 10% when enrolling 3 or more non-subsidized trainees

Live virtual sessions delivered via Zoom with interactive activities, real-world application, and facilitator support.

Participants must join from a private space with a computer, audio, and webcam. Materials shipped one week prior to start. Online resources and assessments are provided after the first session.

For in-person customized training delivered on-site at your location, please contact training@TheTalentAuthority.com

Who Should Attend?

- **Aspiring and newly promoted leaders** building essential leadership skills
- **Supervisors and managers** responsible for guiding people and teams
- **High-potential employees** developing readiness for future leadership opportunities
- **Teams** seeking common leadership tools to improve alignment and performance
- **Seasoned leaders** who value strengthening core capabilities for lasting impact

Register at: www.TalentAcademyForLeaders.com

Talent Academy for Leaders

Eight High-Impact Sessions That Transform Leadership and Drive Organizational Success

Before joining the program, trainees complete an intake survey that gives our facilitators valuable insights into each participant's specific leadership needs, current challenges, and a self-assessment of their skills in the program's core competencies. Attendees receive an initial self-rating, which they can later compare with a post-program score to measure their progress in the following 8 competencies/sessions.

- 1 Leadership Success.**

What defines success for a leader? This course presents a roadmap, guiding leaders to enhance self-awareness and define their leadership path. Participants create a personal leadership journey across four areas, focusing on three core items they feel are crucial for success within their organizations. Equipped with a renewed "Leadership Mindset" and heightened self-awareness, leaders are better prepared to embark on a transformative journey, positively impacting themselves and those around them. At the conclusion of this module, participants will complete the DISC assessment. Key Takeaway: Leaders create a personal development plan for themselves, which they can replicate with direct reports.
- 2 Understanding Personality using the Everything DiSC Style.**

Understanding personality is often overlooked in workplace discussions unless it disrupts productivity. This course enables leaders to recognize how personality influences the workplace. Through the DiSC assessment, leaders discover their style and gain insights into effectively directing, delegating, and motivating their teams. Key Takeaway: Participants receive unlimited access to DISC Catalyst, which is an online resource allowing them to compare themselves to others within their organization that has taken a Talent Authority DISC assessment, build teams, identify others' styles, adapt to those styles so that insights can be applied daily.
- 3 Communications.**

Without question leaders need robust interpersonal skills. This course provides tools for leaders to build rapport, establish trust, foster accountability, and inspire action. Participants learn best practices for engaging and mobilizing talent, offering feedback, and documenting conversations to ensure task success, equipping them with the foundational skills for impactful communication. When individuals have this foundation knowledge coupled with personality insight, they are well equipped to coach, handle conflict, engage talent, deal with change and harness teamwork. Key Takeaway: Using skills learned, leaders plan an important upcoming discussion they have with another.
- 4 Coaching.**

Effective coaching is critical for today's fast-paced workplace. Leaders learn to assess priorities, understand talent capabilities, and maximize every coaching opportunity. This course covers various coaching types and four essential coaching techniques, helping leaders navigate challenging situations, boost engagement, and show appreciation. Leaders leave equipped to support both top talent and underperforming individuals for continuous improvement. Key Takeaway: Leaders practice the coaching techniques covered by coaching a fellow participant in class with a situation they are facing.
- 5 Conflict.**

Personality greatly influences conflict response, making it crucial for leaders to navigate both productive and destructive conflict. This course provides tools so that leaders identify early signs of conflict, encourage productive debate, and de-escalate tensions to prevent workplace disruptions. Building on to personality, communications and coaching courses, leaders develop and practice skills to handle conflicts before they impact team performance or productivity. Key Takeaway: Each attendee assumes a specific personality and role that a fellow participant is tasked with coaching.
- 6 Interviewing and Engagement.**

The entire talent lifecycle—from interviewing to retention—contributes to organizational success. This course provides the tactics leaders need to refine their interviewing techniques, onboard efficiently, and foster engagement to retain top talent. Leaders learn to select individuals whose skills and values align with organizational goals and receive strategies for creating a supportive environment that enhances job satisfaction and performance so that top talent remain engaged and can be retained. Key Takeaway: Participants are provided with turnkey interview, engagement and retention questions, which can be customized to their environments.
- 7 Change.**

Effective change begins with leaders who can turn resistance into engagement. To do this successfully, leaders must first understand their own reactions to change and the biases that shape their decisions. This course emphasizes the practical side of leading change—focusing on the "how": recognizing and addressing resistance early, building team buy-in, strengthening agility, and cultivating a supportive environment where change can thrive. Leaders gain personal insight along with actionable tools to help guide their teams smoothly through transitions, increasing openness, commitment, and long-term success with new initiatives. Key Takeaway: Participants identify a change situation, individuals involved, personality types and map a strategy to gain the buy in of all team members.
- 8 Teamwork | Capstone Course**

Teamwork is essential to workplace success. In this capstone course, participants practice five teamwork skills as they collaborate on presentations and address realistic scenarios that apply course competencies. This final course reinforces the entire curriculum, boosting leaders' confidence and preparing them to continue their leadership journey beyond the Talent Academy. Key Takeaways: Participants (1) complete a post-program assessment, which they can compare to their pre-score; (2) recap the full program's content, (3) discuss leadership challenges through case studies and (4) develop a continued plan for development.