



FARM CREDIT
OF FLORIDA

**EMERGING
LEADERS
INSTITUTE**

CULTIVATING LEADERSHIP EARLY & OFTEN

OVERVIEW

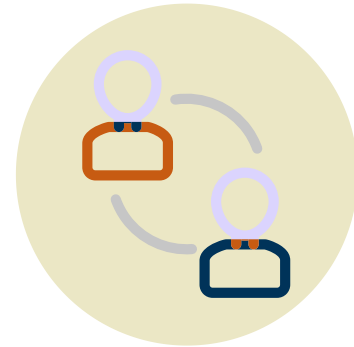
The Emerging Leaders Institute is a leadership series aimed at the development of employees that have entered the workforce and/or started working for Farm Credit of Florida in the last 5 years. Upon nomination by their manager and after an application process, selected individuals will undergo a 9 month leadership development series crafted to advance the personal, and interpersonal leadership abilities of the cohort members.



PERSONAL LEADERSHIP

In order to lead others effectively, one must understand their own values, beliefs, and motivations. Once this is known and is able to be conveyed, in the form of a "why" statement, leaders can truly and intentionally impact those around them.

In this phase of the Emerging Leaders Institute, members of the cohort will discover and develop their "why" statements.



INTERPERSONAL LEADERSHIP

Interpersonal leadership focuses on influencing individuals to work together to achieve a common goal, while growing the relationships between team members so that the collective is stronger.

In this phase, cohort members will explore the foundations of working with others in a team setting.



LEARNING OBJECTIVES:

Graduates of the Program will:

- Develop a foundation of personal leadership, including the creation of a personal "why" statement
- Develop habits of engagement with fellow employees in meaningful ways that advance the standing of Farm Credit of Florida
- Exemplify leadership behaviors that foster a healthy and strong team environment and Association culture
- Be prepared to assume greater leadership responsibilities in our Association, industry, and community

TARGET AUDIENCE:

The program is intended for all budding leaders, also known as High Potential employees.

Candidates for this program should be individuals who may not currently occupy a leadership role, but who have expressed an interest in moving to such role and/or are identified as having great leadership potential. Support can be provided to develop an appropriate application process and selection criteria to identify the appropriate participants.

Unlike the Next Level Leadership Academy, the Emerging Leaders Institute is designed for employees newer to the workforce. Leadership development is paramount to the growth of many facets of life, including work, family, and more. It is never too early to start this important development process.

COURSE OUTLINE:

PLEASE NOTE: THE ORDER OF SESSIONS AND TOPICS ARE SUBJECT TO CHANGE BASED ON FACILITATOR SCHEDULES AND LOGISTICS.

Personal Leadership: Sessions 1-4

Session 1: September 13 & 14 Alachua (In Person)

- Program Overview and Logistics
- Introduction into Personal Leadership
- History, the mission, values and competencies of FCF
- Values Exchange
- Working toward being your best self
- Habits for life-long learning

Session 2: October 14, 9:00 am (Virtual)

- Great Leaders Inspire Change
- Discovering our “why”
 - Identify the values that construct our “why”
- Compose our “why” statements

Session 3: November 10, 9:00 am (Virtual)

- Balancing work and life (rebalancing)
- Prioritization and Time Management
- Leaders Best Practices
 - Tapping into natural abilities
 - Authentic leadership

Session 4: December 9, 9:00 am (Virtual)

- The strength of a leader
 - Raw vs. Mature
 - Core Motivation
 - Balconies and Basements

COURSE OUTLINE:

Interpersonal Leadership: Sessions 5-9

Session 5: January 13, 9:00 am (Virtual)

- Introduction to Interpersonal Leadership
- Effective Communication
 - Listening to understand, not to respond
 - Using best practices in conflict

Session 6: February 10 & 11 LTC- Haines City, FL (In Person)

- Groups vs. Teams
- How to make meaningful connections
 - Building trust
- Field Day

Session 7: March 10, 9:00 am (Virtual)

- Conflict Styles Discussion
- Working with differing styles

Session 8: April 14, 9:00 am (Virtual)

- FC Staff across the FC System
- Mentorship
 - Types of mentorship
 - Benefits of Mentorship
- Mentorship Assignments

Session 9: May 12 & 13 TBD East Coast, FL (In Person)

- Team Project Presentations
- Recap and takeaways
- Graduation

COURSE EXPECTATIONS:

- The program will span 9 months (September-May)
- Participants will meet once a month for either a face-to-face session or for a virtual session (dependent on the content).
- At least three of the sessions will happen face-to-face.
- The three face-to-face sessions will consist of an evening work session, dinner, and a morning work session (about 8 hours of working time).
- The other sessions will be conducted virtually and will last approximately 1.5 hours.
- Each session will contain a combination of Pre-work, work during the sessions, and some Post-work.
- In combination, each Pre and Post-work can be expected to take anywhere from 30 minutes to 2 hours.
- Total Time Commitment: Approximately 55 hours over the course of 9 months.
- Participants need to commit to attending all sessions and to actively participate in their learning.
- Cohort Members should also aspire to fulfill each of the ELI learning objectives.