

To Whom This May Concern

I highly recommend the Leadership Essentials for aspiring leaders looking to enhance their skills and excel in their roles. This program offers a tailored approach to leadership development, providing participants with the necessary tools, knowledge, and support to become effective and inspiring leaders. Through a combination of interactive workshops, and action learning groups, the program equips participants with essential leadership competencies such as casting vision, delegation, leading accountability, and building trust. The program's focus on practical application in ALG's ensures that participants can immediately apply their newfound skills in their respective roles, fostering growth and driving organizational success. With its cutting-edge curriculum and experienced facilitators, Leadership Essentials is an invaluable opportunity for individuals to unlock their leadership potential and make a lasting impact in their organizations.

We engaged Emerging Leaders Institute because they listened intently to our needs and were able to provide a leadership development program that delivered key objectives that led to better leader performance. The training that my leadership team received has produced positive results. Below are a number of verbatim comments from a recent program:

- *I am much more comfortable with delegating tasks, rather than feeling like I have to handle everything myself.*
- *I have become more aware of my strengths and weaknesses and use the workshop resources to make myself better with each interaction with staff, empowering them to do their best.*
- *I have built my self-awareness through Leadership Essentials. This training not only validated some tools that I've been using, it added value as I also gained more tools and knowledge.*
- *Getting comfortable with delegation, even if the task is done in a way that's different from how I would have done it. This has given us the time and space that we don't typically get during a typical work week to think about our roles and develop skills. For me, the overarching theme is to continue mastery of how we present, speak, talk, connect (cast vision) with our team. It is the center of all of it!*
- *I have gotten better at working on relationships to create a positive, trusting work environment.*
- *I have improved my ability to lead accountability conversations with my staff.*

We plan to continue to provide this valuable training to new leaders that join our organizations.

Best Regards,



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