



Emerging Leaders Program

The Emerging Leadership Program caters to a diverse audience, including individuals who are new to leadership and preparing to step into management positions, as well as supervisors seeking a refresher to enhance their leadership skills. **It is ideal for early to mid-career professionals at various stages of their leadership journey**, creating a dynamic learning environment that accommodates both novices and experienced leaders.

The primary objective of this two-day program is to empower participants, regardless of their current leadership experience, with the knowledge, skills, and mindset necessary to emerge as effective leaders. By the end of the program, participants will gain a deeper understanding of leadership principles, sharpen their interpersonal and communication skills, and develop a personalized action plan for continuous leadership growth.

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Foundations of Leadership

1 - Leading from the Middle

- Understanding the role of leaders with those “above” and “below” you
- Navigating influence and leading without direct authority
- Strategies for effective leadership collaboration

2 - Elements of a Good Meeting and Direct Communication

- Planning and Facilitating Effective Meetings
- Strategies for Engaging and Collaborating with Team Members
- Direct Communication Techniques for Clear and Impactful Messages

3 - Motivation, Personal Ownership, and Controlling the Controllables

- Understanding Motivation of Others
- Fostering Intrinsic Motivation in Team Members
- Taking Personal Ownership and Accountability
- Identifying and Controlling Factors Within Your Sphere of Influence

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Advanced Leadership Skills

4 - Priority Management

- Importance of Prioritization in Leadership
- Time Management Strategies for Leaders
- Balancing Short-Term and Long-Term Demands
- Learning to Lead from the Balcony

5 - Unleashing Team Potential with the Working Genius Assessment

- Introduction to the Working Genius Model and Assessment
- Understanding Individual and Team Genius
- Applying Working Genius Insights to Improve Team Dynamics
- Create a Meaningful and Specific Team Charter

6 - Conclusion and Personal Leadership Development Plan

- Self-Assessment and Reflection
- Goal Setting and Action Planning
- Peer Feedback and Coaching



May 19–20, 2026
Tuesday & Wednesday
8:30 a.m. – 4:30 p.m.

Holy Cross Energy
3799 Highway 82
Glenwood Springs, CO 81602

REGISTER HERE

or

September 8–9, 2026
Tuesday & Wednesday
8:30 a.m. – 4:30 p.m.

Poudre Valley REA
7649 REA Parkway
Fort Collins, CO 80528

REGISTER HERE



Students	Cost Each
1-12	\$1,200
13-14	\$900
15-18	\$800
19-20	\$750

The registration fee will be billed to your co-op following the completion of the class and includes all course materials and lunches. A minimum of 10 students is required for the course to be held. Full refunds for cancellations before the registration deadline. 50% fee possible for cancellations after the deadline.

Registration Deadlines:

- Holy Cross Energy: May 5
- Poudre Valley REA: August 25



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Why Peak Solutions

We believe people are the key to organizational success. Our training experiences are designed to elevate leaders’ capacity to engage their teams with authenticity, courage, and clarity. Culture isn’t something you change—it’s the result of what you permit and what you promote. This course equips you to do both with intention.

