As part of their career development, new managers often focus on building technical skills but neglect to get an early jump-start on valuing and building leadership skills.

The goal of the Bright Futures program is to help participants become more confident and comfortable with leadership in their roles as managers.

“I can assure you that those were dollars well spent and I would ask that this opportunity be afforded to other black leaders.”

– Kathy Gopie, Leadership Development Week Past Participant

Although technical expertise is rewarded at the foundation levels, new managers aspiring to transition into senior-level management must also become adept at establishing productive, interpersonal relationships. Senior management requires collaboration, where strategic thinking emerges from groups, not solely from subject matter proficiency.

*Bright Futures* is a three-day program designed for early career project leaders, project managers, team leaders, managers and individual contributors. Participants come from a wide variety of industries, organizations, functional areas, and locations. This program helps participants gain an understanding of core concepts in leadership and management necessary to succeed and achieve short-term objectives and long term career goals. *Bright Futures* prepares managers to assume the additional responsibilities required to oversee broader aspects of the business, to lead others, and manage their own individual development.

The ultimate goal of the *Bright Futures* program is to help participants become more confident and comfortable with leadership in their roles as managers. Research-based modules, experiential activities, and exposure to successful career professionals provide a practical framework for helping new managers prepare for a bright future.
Key Programmatic Features
- Safe forum to learn, practice, and develop critical leadership skill sets
- Exposure to successful black career professionals
- Connectivity between cohort members and other program alumni
- Unparalleled networking
- Group-facilitated discussions
- Experiential activities
- Research-based modules

Learning Objectives
Upon completion of this program, participants will:
- Develop clarity about the difference between “leadership” and “management”
- Enhance effective communication skills
- Acquire an awareness of organizational politics and culture
- Network more effectively
- Increase self awareness
- Create a career plan for development

Who Should Attend
This program is designed for high-performing black corporate professionals who are:
- Early career professionals (2-5 years in career)
- Project leaders, project managers, team leaders, managers, and individual contributors
- High potential employees demonstrating technical proficiency
- Willing to listen, learn, and be challenged

Program Dates and Location
*Bright Futures* provides three full days of leadership development — August. The entire program takes place at the Mandarin Oriental Hotel in Miami, Florida.
Registration

Seats are limited, so we strongly encourage participants or their companies to reserve their seats as soon as possible. Selection of the actual participants can be decided approximately two months prior to the program. For more information about the programs and how to register, please visit https://elcinfo.cvent.com/ldw or contact ldw@elcinfo.com

Registration includes official designation as an ELC Institute Fellow, which is a newly created mid-level affiliation within the Executive Leadership Council that extends learning for an additional twelve months. Each participant will be part of a global network of more than 1,000 ELC Institute Fellows who have also benefited from leadership development through the ELC Institute. Fellows receive 12-month access to benefits such as professional networking opportunities, digital leadership training and career solutions, visibility in a directory of Fellows, and future discounts on select ELC Institute programs. ELC Institute Fellow status begins approximately one month after the program, and is renewable after twelve months.

Program tuition does not include travel and accommodations. However, substantially discounted hotel room rates have been secured for participants and can be obtained with the appropriate code following registration.

We appreciate the strategic investment you and/or your organization will make by participating in Bright Futures. Due to the costs of the attendance, full refunds will be granted only if cancellation notice is received in writing at least six weeks in advance of the start of the program. Participants selected for this program are fully transferable at any time prior to six weeks from the start of the program (a modest transfer fee may apply). If you have any questions regarding cancellation or transferring participants, please contact ldw@elcinfo.com.

Program Tuition and Benefits

<table>
<thead>
<tr>
<th>Program Tuition*: ($6500)</th>
</tr>
</thead>
<tbody>
<tr>
<td>3 days of classroom instruction</td>
</tr>
<tr>
<td>Exposure to and discussions with successful black career professionals</td>
</tr>
<tr>
<td>Assessments and interpretation</td>
</tr>
<tr>
<td>Group activities and assignments</td>
</tr>
<tr>
<td>Books and other materials</td>
</tr>
<tr>
<td>Planned networking receptions and meals (breakfast, snacks, lunch, dinner)</td>
</tr>
<tr>
<td>Free Wi-Fi in learning center and hotel rooms</td>
</tr>
<tr>
<td>ELC Institute Fellow designation*</td>
</tr>
<tr>
<td>12 months of online leadership training, skills development, career advice, and other content*</td>
</tr>
<tr>
<td>Inclusion in ELC-published networking directory of Black mid-level managers*</td>
</tr>
<tr>
<td>Access to private online social network of black mid-level professionals*</td>
</tr>
<tr>
<td>Future discounts on ELC Institute development programs*</td>
</tr>
</tbody>
</table>

# Current ELC Institute Fellows receive 10% discount. Must be requested at time of purchase.
* Begins approximately one month after the program.

Sponsorship Opportunities

The Institute for Leadership Development & Research is interested in partnering with organizations committed to diversity and inclusion in corporate America, and with those dedicated to building a pipeline of black executives. If you are interested in becoming a sponsor of one of the Institute’s programs, please contact institute@elcinfo.com for more details.