

I Lead Me

Leadership Development Certificate Program

Program Syllabus · April – October 2026



PROGRAM INFORMATION

Provider	A New Kind of Leadership, LLC (NKL)
Duration	6 months · April – October 2026
Format	In-person Kick-Off & Wrap-Up · Virtual group & individual sessions
Total Hours	25 coaching contact hours
Cohort Size	Up to 10 participants
Facilitators	Two ICF-accredited coaches
Investment	US\$ 15,500 per participant
Credit	Non-credit program · NKL Certificate of Completion awarded

PROGRAM AIM

Developing the Leader, Not Just the Skills

Managers today are expected to lead across functions, influence without authority, manage competing priorities, and navigate complexity — often with limited preparation for the people-leadership realities of the role.

The gap isn't motivation. It's that people-leadership is a skill — and most managers step into it without ever having built it. That's not a soft skills problem. It's a preparation problem.

I Lead Me is designed to bridge that gap. Through a coaching-led experience grounded in self-awareness and extended into how participants lead others, the program develops the leader — not just their behaviors. Participants work on the leadership situations they are actively navigating, in real time, with real stakes.

LEARNING OUTCOMES

What Participants Walk Away With

- **A clearer sense of how they lead** — including how their style lands with others and how it shifts under pressure or complexity.
- **Stronger communication** — the ability to say hard things clearly, give feedback that lands, and build trust without sacrificing directness.
- **Greater accountability and alignment on their team** — knowing how to set clear expectations and follow through consistently.
- **More confident decision-making** — especially in ambiguous situations where there is no obvious right answer.
- **The ability to lead across boundaries** — influencing peers, partners, and stakeholders without relying on formal authority.
- **A sustainable approach to leadership** — habits and tools that hold up over time, not just during the program.

WHAT'S INCLUDED

The Full Program Package

- Leadership Assessment (ELI) — pre-program and end-of-program Milestone
- Two 1:1 personalized assessment debriefs (pre and milestone)
- 5 individual coaching sessions with an ICF-accredited coach
- 5 facilitated group coaching sessions
- In-person Kick-Off session (RTX El Segundo)
- In-person Wrap-Up & Celebration session (RTX El Segundo)
- Program workbooks with resources and tools for continued self-learning
- Peer groups and dedicated community space
- Two ICF-accredited coaches adapting content throughout the program
- NKL Certificate of Completion

PROGRAM STRUCTURE

Four Phases · Six Months

PRE-LAUNCH · **Self-Awareness** March – April 2026

Participants complete the Energy Leadership Index™ (ELI) assessment and a baseline questionnaire surfacing their real leadership challenges — directly shaping program content from day one. A private 2-hour debrief establishes each participant's personal foundation before the program begins.

LAUNCH · **Kick-Off** April 24 · In-Person

An in-person session to open the program, introduce the coaching framework, build cohort connection, and set the foundation for six months of development together.

CORE PROGRAM · **Self-Leadership → Leading Others** May – September 2026

Five monthly group coaching sessions run alongside five individual coaching sessions. Each participant works on their own leadership reality in parallel with the cohort — applying learning directly to their current context.

WRAP-UP · **Sustained Impact** September - October 2026 · In-Person

Participants retake the Leadership Assessment and complete a private milestone debrief comparing results from day one. An in-person closing session honors the journey, consolidates shifts, and clarifies priorities going forward.

LEARNING ARC & REPRESENTATIVE TOPICS

How the Program Develops Over Time

The program follows a deliberate progression — from self-awareness through self-leadership and leading others, to sustained impact. Group session content is shaped by the real-time needs and priorities of the cohort.

Phase 1 • Self-Awareness

· Motivation and Purpose	· Energy and Influence
· From Reactivity to Choice	· Awareness & Acceptance

Phase 2 • Self-Leadership

· Managing the [Fear] Voice in My Head	· Focus, Flow, and Boundaries
· Values Alignment	· Connection & Trust

Phase 3 • Leading Others

· Dynamic Communications	· Navigating Feedback and Difficult Conversations
· Coaching as a Leadership Skill	· Leading Through Conflict

Phase 4 • Sustained Impact

· Leadership Presence and Impact	· Owning Your Leadership Voice
· Resilience and Renewal	· Self-Care and Your Well-Being

Topics are representative and subject to change based on the real-time needs and priorities of the cohort. Individual coaching sessions run in parallel with group sessions, providing each participant with dedicated space to explore their specific leadership challenges in depth and apply learning directly to their current context.

METHODOLOGY

Energy Leadership™ & the ELI™ Assessment

At the core of I Lead Me is the Energy Leadership™ methodology — a framework that helps leaders understand how their energy, how they show up especially under pressure, shapes everything around them. The Energy Leadership Index™ (ELI) is a research-backed attitudinal assessment used at both the start and end of the program to measure real shifts over time.

The ELI is not a personality or behavioral assessment. It measures attitude and leadership energy — both of which are developable — making it a powerful foundation for intentional, sustained growth.

FACILITATORS & CREDENTIALS

A New Kind of Leadership

I Lead Me is delivered by A New Kind of Leadership (NKL) — a coaching-based leadership development practice that has supported more than 800 leaders across corporate, nonprofit, and higher education environments in the United States and Europe.

We don't teach people — we coach with them, helping leaders unlock their potential and grow their leadership from within.

- Two ICF-accredited coaches throughout the full program
- Energy Leadership Index™ (ELI) certified assessors
- Experience across corporate, nonprofit, and higher education sectors

CERTIFICATE & CREDIT

NKL Certificate of Completion

I Lead Me is a non-credit program. Participants who complete all program requirements — including both in-person sessions, individual coaching sessions, group sessions, and the Milestone Review — receive an NKL Certificate of Completion for the I Lead Me Leadership Development Certificate Program.

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