



ARE YOU READY TO TAKE YOUR LEADERSHIP TO THE NEXT LEVEL?

The **Emerging Leadership Academy** is not just another **leadership program**—it's a transformational journey designed to help you master the skills, mindset, and strategies you need to lead with confidence, purpose, and impact.

Developed in partnership with the **Detroit Economic Club**, this exclusive two-year program is tailored for high-potential leaders under 40 who are ready to redefine their leadership approach. Whether you're leading a small team, managing a department, or preparing for greater responsibilities, this program will equip you with the tools to navigate challenges, inspire trust, and drive results.

In today's fast-changing world, leadership demands more than technical expertise—it requires the ability to motivate people, align them with a shared vision, and create an environment where they choose to give their best. This program provides practical solutions to the challenges leaders face every day:

Struggling to inspire trust?

Learn how to build trust through authenticity, empathy, and consistent leadership practices.

Feeling disconnected from your team?

Master the art of understanding individual motivators, work styles, and strengths to connect and lead effectively.

Unsure how to handle conflict or change?

Gain the confidence to approach difficult conversations and guide your team through uncertainty with clarity and empathy.

Need to align your team with organizational goals?

Understand business fundamentals and leverage tools like OKRs to create measurable success.

Through 24 interactive sessions, capstone projects, and access to an exclusive leadership community, you'll gain actionable insights and strategies that you can apply immediately. This isn't about leadership theory — it's about real-world application.

WHY YOU SHOULD JOIN

By mastering this program, you will:

- **Create an environment where people choose to give their best:** Learn to inspire motivation and accountability through trust, empowerment, and effective leadership.
- **Elevate your influence and confidence:** Master the skills to navigate challenges, lead through change, and build stronger relationships.
- **Make better decisions:** Gain tools for critical thinking, problem-solving, and strategic decision-making.
- **Drive measurable success:** Align team efforts with organizational goals using proven tools like OKRs, metrics, and coaching techniques.
- **Leave a lasting legacy:** Craft a vision and culture that outlasts your tenure, inspiring others to carry forward your impact.

This is more than a program — it's your opportunity to transform how you lead and leave an enduring mark on your organization and career. Your leadership journey starts here.



PERIOD 1: **FOUNDATION OF LEADERSHIP** (SESSIONS 1-6)

Focus: Establish the core principles of leadership, trust, and understanding your team.

SESSION 1:

Guiding vs. Driving Leadership + The 5 Leadership Levels

Summary: Leadership isn't about control — it's about empowerment. Learn to lead by guiding, not driving, and explore the **5 Leadership Levels** to assess your growth as a leader. Shift your mindset to focus on getting the best for your team, not just from them.

Learning Outcomes:

- Identify where you stand on the **5 Leadership Levels** and create a growth plan.
- Understand the for vs. from leadership mentality and how it builds trust and performance.
- Replace micromanagement with empowering strategies that foster autonomy.

SESSION 2:

Creating and Giving Trust

Summary: Trust is the foundation of great leadership, and as a leader, you must be willing to give trust first, even before it's earned. Learn how to build trust through reliability, empathy, and authenticity, while earning your team's trust with integrity and consistency.

Learning Outcomes:

- Diagnose trust issues using the **Trust Triangle** and implement strategies to fix them.
- Explore key **trust-building practices** like competence, connection, and consistency.
- Create a **Trust Action Plan** to build psychological safety and deeper relationships.

SESSION 3:

Knowing Your Team – Motivators and Drivers

Summary: Great leaders know their people. Learn how to uncover your team's motivators, work styles, and behavioral drivers, and tailor your leadership approach to meet their needs.

Learning Outcomes:

- Use tools like DISC, Predictive Index, and the LifeBlend to analyze team behaviors.
- Conduct effective **one-on-one conversations** to uncover motivators and build trust.
- Develop **Team Driver Maps** to align individual strengths with team goals.

SESSION 4:

Growing Your Team

Summary: A team's potential is only as great as its leader's ability to grow it. Discover how to design development plans, assign stretch assignments, and give feedback that inspires personal and professional growth.

Learning Outcomes:

- Create **Individual Development Plans (IDPs)** tailored to each team member's goals.
- Apply the **GROWTH framework** to foster sustainable team development.
- Balance support and challenge to encourage growth without burnout.

SESSION 5:

Baker's Dozen Questions + Critical Thinking

Summary: Equip yourself with the tools to guide your team through problem-solving using the **Baker's Dozen Questions** framework. This session emphasizes critical thinking as a leadership skill, helping your team become more independent and innovative.

Learning Outcomes:

- Use the 13 reflective questions to empower team members to own their solutions.
- Build a culture of critical thinking and collaborative problem-solving.
- Enhance decision-making by avoiding common biases and traps.

SESSION 6:

Difficult Conversations

Summary: Don't shy away from hard conversations—master them. Learn how to approach, navigate, and resolve conflicts constructively while strengthening trust and relationships.

Learning Outcomes:

- Apply the **7-step framework** to structure and manage difficult conversations.
- De-escalate conflicts and guide conversations toward productive outcomes.
- Build confidence in addressing challenges head-on with empathy and clarity.

Capstone Project & Exam (End of Period 1)

- Deliverable: Present a **90-day leadership action plan** incorporating trust, team knowledge, and growth strategies.
- Exam: Written assessment of foundational leadership principles.



PERIOD 2:

PRACTICAL LEADERSHIP APPLICATION (SESSIONS 7-12)

Focus: Apply leadership skills in accountability, culture, business fundamentals, and coaching.

SESSION 7:

Understanding Business Fundamentals

Summary: Leadership decisions are only as strong as your understanding of the business. This session provides a crash course in essential concepts like cash flow, sales, profitability, and competition, helping you align team goals with organizational priorities.

Learning Outcomes:

- Analyze financial drivers like cash flow and profitability to make better leadership decisions.
- Understand how market factors, competition, and organizational strategy impact team outcomes.
- Connect leadership actions to broader business objectives to maximize impact.

SESSION 8:

Building Accountability

Summary: Accountability doesn't have to feel punitive - it can be empowering. Learn how to create systems where accountability inspires ownership, drives results, and fosters trust within your team.

Learning Outcomes:

- Develop accountability frameworks that encourage responsibility and engagement.
- Use positive accountability conversations to reinforce commitments and results.
- Create a culture where commitments are met and celebrated.

SESSION 9:

Culture and Motivation

Summary: Culture drives motivation, and motivation drives results. Discover how to shape and sustain a team culture that aligns with your organization's values and inspires people to give their best.

Learning Outcomes:

- Diagnose your current team culture and identify gaps.
- Build strategies to align behaviors with shared values.
- Foster a culture that encourages collaboration, innovation, and trust.

SESSION 10:

Networking + Coaching

Summary: Great leaders build relationships that create opportunities for growth. This session explores how networking and coaching can strengthen your influence, inspire your team, and drive long-term success.

Learning Outcomes:

- Develop meaningful professional relationships to expand your leadership influence.
- Master coaching techniques to guide team members toward personal and professional growth.
- Leverage your network to support your team and organizational goals.

SESSION 11:

Leadership Metrics

Summary: What gets measured gets managed. Learn how to use metrics and scorecards to track performance, align goals, and celebrate progress.

Learning Outcomes:

- Create measurable metrics that connect team performance to organizational objectives.
- Use scorecards to provide consistent feedback and drive accountability.
- Celebrate progress and use data to inspire team engagement and improvement.

SESSION 12:

Transformational Leadership

Summary: Transformational leaders inspire their teams with vision and purpose. Learn how to craft and communicate a compelling leadership narrative that motivates people to achieve extraordinary results.

Learning Outcomes:

- Develop a clear leadership vision that aligns with your organization's goals.
- Communicate your vision effectively to ensure alignment and buy-in.
- Inspire your team to exceed expectations through shared purpose and clarity.

Capstone Project & Exam (End of Period 2)

- Deliverable: Present a business-aligned leadership strategy, integrating accountability, culture, and metrics.
- Exam: Comprehensive written assessment covering Period 2 topics.



PERIOD 3:

ADVANCED LEADERSHIP DEVELOPMENT (SESSIONS 13-18)

Focus: Build advanced skills in resilience, team-building, coaching, and decision-making.

SESSION 13:

Personal Leadership Purpose

Summary: Great leaders are driven by purpose. This session helps you uncover your personal leadership purpose, align it with organizational goals, and use it to inspire your team authentically.

Learning Outcomes:

- Define your personal leadership purpose and values.
- Align your purpose with your organization's mission and goals.
- Use your purpose to inspire and guide your team effectively.

SESSION 14:

Resilience and Leadership Under Pressure

Summary: Resilience is essential for navigating challenges and guiding your team through uncertainty. Learn strategies to maintain focus, adapt to change, and lead with confidence under pressure.

Learning Outcomes:

- Build personal and team resilience to overcome challenges.
- Identify stress triggers and implement strategies to manage them.
- Lead with stability and confidence during crises or high-pressure situations.

SESSION 15:

Coaching and Mentorship for Growth

Summary: Leaders grow leaders. Discover how to coach and mentor effectively, empowering your team to take ownership of their development and preparing them for future leadership roles.

Learning Outcomes:

- Differentiate between coaching and mentoring and when to apply each.
- Develop a mentoring framework to nurture leadership potential.
- Use coaching conversations to guide team members toward growth and confidence.

SESSION 16:

Critical Thinking and Problem-Solving (Advanced)

Summary: Elevate your problem-solving skills with advanced frameworks and techniques for analyzing challenges and developing creative solutions.

Learning Outcomes:

- Use advanced decision-making frameworks to approach complex challenges.
- Facilitate brainstorming sessions that foster innovative solutions.
- Enhance your ability to make strategic, data-driven decisions.

SESSION 17:

Hiring and Building Teams

Summary: Your team is your most valuable investment. Learn how to recruit, hire, and onboard high-performing individuals who align with your organization's culture and values.

Learning Outcomes:

- Use behavioral interviewing techniques to identify top talent.
- Develop onboarding strategies that set new hires up for success.
- Build a collaborative, high-performing team that drives results.

SESSION 18:

Driving and Sustaining Change

Summary: Change is inevitable, but leading it effectively is a skill. Learn how to guide your team through change initiatives while maintaining engagement and momentum.

Learning Outcomes:

- Identify common barriers to change and develop strategies to overcome resistance.
- Create communication plans that align teams and gain buy-in.
- Sustain team performance and morale during transitions.

Capstone Project & Exam (End of Period 3)

- Deliverable: Submit a **team-building and change leadership strategy**.
- Exam: Comprehensive written assessment of advanced leadership skills.



PERIOD 4: **STRATEGIC LEADERSHIP** (SESSIONS 19-24)

Focus: Develop mastery in strategic thinking, leveraging technology, storytelling, and building a legacy.

SESSION 19:

OKRs and Goal Alignment

Summary: Goals provide direction and clarity. Learn how to design and implement Objectives and Key Results (OKRs) to align your team's efforts with organizational priorities and measure progress effectively.

Learning Outcomes:

- Create OKRs that connect individual and team efforts to organizational goals.
- Use OKRs to provide focus, accountability, and measurable outcomes.
- Build systems to track progress and ensure consistent performance.

SESSION 20:

Coaching at Scale

Summary: Coaching isn't just for one-on-one interactions - it's a leadership approach that can transform entire teams and organizations. Learn how to implement scalable coaching practices that empower individuals and teams to achieve their full potential.

Learning Outcomes:

- Implement group coaching techniques to inspire alignment and collaboration.
- Build a coaching culture that fosters innovation and accountability.
- Scale coaching practices to support cross-functional teams and large groups.

SESSION 21:

Leveraging Technology for Leadership Efficiency

Summary: In today's fast-paced environment, leaders must leverage technology to maximize efficiency and drive results. This session explores tools and strategies to streamline communication, enhance decision-making, and support team performance.

Learning Outcomes:

- Identify and implement technology solutions to improve productivity and collaboration.
- Leverage data and AI-powered tools for informed decision-making.
- Use technology to create transparency and alignment within your team.

SESSION 22:

Decision-Making Frameworks for Leaders

Summary: Leadership requires making high-stakes decisions in complex environments. This session provides proven frameworks to enhance your decision-making skills and increase confidence in your leadership choices.

Learning Outcomes:

- Apply decision-making models to evaluate risks, opportunities, and trade-offs.
- Facilitate collaborative decision-making processes that engage your team.
- Use scenario planning to anticipate and adapt to future challenges.

SESSION 23:

Storytelling for Leaders

Summary: Stories are one of the most powerful tools a leader can use to inspire and motivate. Learn how to craft and deliver compelling stories that align with your vision, resonate with your team, and drive action.

Learning Outcomes:

- Understand the principles of impactful storytelling and why it's essential for leadership.
- Craft leadership narratives that inspire trust, alignment, and action.
- Use storytelling to communicate your vision, build rapport, and create lasting influence.

SESSION 24:

Strategic Vision and Culture as Legacy

Summary: Great leaders leave a lasting impact through their vision and the culture they create. Learn how to craft a vision that inspires your team and build a culture that sustains success long after you've moved on.

Learning Outcomes:

- Develop a compelling leadership vision that aligns with organizational goals.
- Design strategies to embed your vision and values into your team's culture.
- Build a legacy of leadership that inspires and motivates future generations.

Capstone Project & Final Exam (End of Period 4)

- Deliverable: Submit a **Strategic Leadership Portfolio**, including your vision, cultural strategies, and leadership legacy plan. Present a roadmap for sustained impact and growth.
- Exam: A comprehensive written assessment covering all concepts from the two-year program.



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Steve Lowisz
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Steve Lowisz brings over 30 years of leadership experience, focusing on strategies that drive measurable results. Through tailored training, dynamic keynotes, and personalized coaching, Steve builds confident, effective leaders.

At LLI, Steve and his team provide practical, experience-based insights through impactful workshops aligned with organizational goals. His signature keynote, **Guide, Don't Drive™**, has inspired leaders globally, from Fortune 500 companies to mid-sized businesses, with actionable leadership strategies.

EMERGING LEADERSHIP ACADEMY PROGRAM



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