



**Business and Industry Association**  
New Hampshire's Statewide Chamber of Commerce



## **BIA Emerging Leader Training Program**

powered by Sojourn Partners in partnership with Stay Work Play NH

### **Your Leadership Assets**

Emerging leaders are a force for sustainability and growth in your enterprise. Let's prepare them together.

BIA, in partnership with Sojourn Partners, is offering an exclusive leadership development program for members. This program focuses on developing confidence and competencies for leadership. Participants will learn and apply core concepts of strategy, influence, change, employee engagement, communication, coaching, and mentoring.



### **Program Objectives:**

- Increase traditional leadership and management competencies, including strategic and critical thinking, motivation, change, relationship management, mentoring, emotional intelligence, communications and strategies for improving team culture.
- Increase confidence regarding your leadership capabilities.
- Develop and practice contemporary transformational leadership.
- Create leadership dialogue, language, and tools through experiential learning in real time.
- Create a network of peer coaches and mentors.
- Create a sense of "team" and "support" within your organization.
- Improve professional relationships and communication within your teams, thereby improving operational results.
- Create personal development and business improvement plans for each participant.

### **About Business and Industry Association of New Hampshire:**

The Business and Industry Association is New Hampshire's statewide chamber of commerce and leading business advocate. Its mission is to promote a healthy climate for job creation and a strong New Hampshire economy. For 105 years the association has worked hard to represent the interests of our members before state legislators, the governor, and state regulators. BIA represents more than 400 leading employers statewide in a variety of sectors including advanced manufacturing, technology, professional and financial services, transportation, healthcare, insurance, hospitality and many more.

### **Sojourn Partners Coaching and Training**

Good leadership comes from training and experience. Sojourn's expert team will access your emerging leader's experience, provide frameworks to lead in a contemporary world, and help curate a better and lasting leader for your company. Sojourn has been empowering employees and transforming small businesses, non-profits, and fortune 500 companies for over 20 years. Sojourn's coaches and facilitators have led hundreds of programs and workshops and are focused full-time on developing people and organizations. All practitioners have advanced degrees and extensive training and experience in coaching and development.

# Leadership Training Schedule and Agenda

## **September 12, 2019:**

### **Discovering your Leadership Purpose**

A review of management and leadership, it's place in the modern organization, and a reflection of participants' management and leadership competencies. Participants will come away with a framework of their individual leadership style that can then be applied.

## **October 10, 2019:**

### **Interpersonal Management and Communication**

A review and practice of managing strategic relationships, including: emotional intelligence, conflict management, giving feedback, empowering others, motivation, coaching, mentoring, and developing others on a team.

## **November 7, 2019:**

### **Managing Strategy and Change**

Becoming a strategic thinker and decision maker by forming a deeper understanding for strategy, change, and moving people through these processes. Also, managing innovation and decision making within your role and industry.

## **December 12, 2019: Leadership and Culture**

Understand culture and how to influence it within your organization. Developing an understanding of systems

thinking, valuing, managing, and changing the entire organizational system.

## **January 9, 2020: Being an Influencer**

Understanding your influence, and how to apply it as a leader for impact within the organization. Recognizing and being accountable for your power to influence positive change in an engaging way.

## **February 13, 2020:**

### **Integration and Implementation**

Combine all learning and experiences towards continuing action plans for leadership and organizational growth.



## **Client testimonials**

**“Sojourn Partners has been a true partner in developing our leaders at BNN...Relevant and practical hands-on learning...built a level of confidence and fortitude in our teams.”**

Jennifer Harnish, Director of Human Resources, Baker Newman Noyes.

**“The Sojourn team designed and delivered our Leadership Program, which noticeably improved our engagement and leadership culture”**

Catherine Lamson, SVP and Chief Administrative Officer, MEMIC

**“Sojourn has positively affected every Executive and Manager at GSSI, because their coaching is personal, insightful, challenging - and it works.”**

Chris Hawekotte, President, Geophysical Survey Systems, Inc.

**“We know we’re better for working with Sojourn Partners.”**

Matt Albuquerque, Owner/President, Next Step Bionics & Prosthetics.

## **How to Apply**

For more information and access to the application for the 2019/2020 program please visit [www.BIAofNH.com](http://www.BIAofNH.com). If you have questions or want additional information, please contact Brianne Considine at Sojourn Partners (603) 232-9403.

## **Your Investment**

\$3,000/person all-inclusive for 6-month program for BIA members and Greater Concord Chamber of Commerce members. The cost for future BIA members is \$3,500 per person. Participation is strongly encouraged for all six sessions.