



NEXTUp Leaders

2027 NEXTUp Leaders Program

Six leadership development sessions combining Expert Labs with Deep Dive integration experiences. Build practical skills, gain new perspectives and put learning into action.

Session 1: Lead Yourself First: Confidence and Executive Presence

Expert Lab Learning Session: Wednesday, January 13, 2027 | 4:00–6:00 PM

Deep Dive Integration Session: Thursday, January 21, 2027 | 8:00–11:00 AM

Topic: Leadership identity, self-awareness, confidence and executive presence.

Session Overview

Great leadership starts with understanding yourself. Explore how personal strengths, leadership identity and everyday behaviors shape the way others experience your leadership. Build practical strategies to show up with confidence, credibility and authenticity.

Learning Objectives

By the end of this session, participants will be able to:

1. Recognize personal strengths and opportunities for leadership growth.
2. Practice strategies that build confidence and executive presence.
3. Create a personal action step to lead with greater intention.

Session 2: Think Bigger: Strategic Thinking and Decision Making

Expert Lab Learning Session: Wednesday, February 10, 2027 | 4:00–6:00 PM

Deep Dive Integration Session: Thursday, February 18, 2027 | 8:00–11:00 AM

Topic: Strategic thinking, prioritization and sound decision-making.

Session Overview

Move beyond the day-to-day and learn to see the bigger picture. Explore ways to evaluate competing priorities, consider different perspectives and make thoughtful decisions when time and resources are limited.

Learning Objectives

By the end of this session, participants will be able to:

4. Identify factors that influence strategic decisions.
5. Use a practical framework to evaluate priorities and options.
6. Connect everyday decisions to broader goals and outcomes.

Session 3: From Peer to Leader: Managing People for the First Time

Expert Lab Learning Session: Wednesday, March 10, 2027 | 4:00–6:00 PM

Deep Dive Integration Session: Thursday, March 18, 2027 | 8:00–11:00 AM

Topic: Making the transition from colleague to people leader.

Session Overview

Stepping into a management role brings exciting opportunities and new challenges, especially when leading former peers. Explore how to establish trust, set expectations and support others while developing your own leadership style.

Learning Objectives

By the end of this session, participants will be able to:

7. Recognize the key shifts involved in becoming a people manager.
8. Apply approaches for setting expectations and building trust.
9. Identify strategies for navigating common first-time manager challenges.

Session 4: Leading Teams That Actually Work

Expert Lab Learning Session: Wednesday, April 14, 2027 | 4:00–6:00 PM

Deep Dive Integration Session: Thursday, April 22, 2027 | 8:00–11:00 AM

Topic: Team trust, collaboration, accountability and shared success.

Session Overview

Strong teams do not happen by accident. Explore what helps people work well together, from building trust and encouraging participation to creating clarity and accountability. Learn practical ways to strengthen collaboration across different working styles.

Learning Objectives

By the end of this session, participants will be able to:

- 10. Identify behaviors that support healthy, effective teams.
- 11. Apply strategies to improve collaboration and accountability.
- 12. Choose actions that strengthen trust and team engagement.

Session 5: Communication That Moves People

Expert Lab Learning Session: Wednesday, May 12, 2027 | 4:00–6:00 PM

Deep Dive Integration Session: Thursday, May 20, 2027 | 8:00–11:00 AM

Topic: Clear, compelling communication that inspires action.

Session Overview

Whether sharing an idea, giving an update or influencing a decision, how you communicate matters. Explore ways to make your message clear, connect with different audiences and communicate with greater confidence and impact.

Learning Objectives

By the end of this session, participants will be able to:

- 13. Adapt messages to different audiences and situations.
- 14. Practice techniques for clear and engaging communication.
- 15. Use communication strategies to build understanding and inspire action.

Session 6: Conflict Without Chaos: Navigating Difficult Conversations

Expert Lab Learning Session: Wednesday, June 09, 2027 | 4:00–6:00 PM

Deep Dive Integration Session: Thursday, June 17, 2027 | 8:00–11:00 AM

Topic: Constructive conflict and confident, respectful conversations.

Session Overview

Difficult conversations are part of leadership, but they do not have to derail relationships. Explore how to approach disagreement with curiosity, manage emotional responses and work toward productive outcomes.

Learning Objectives

By the end of this session, participants will be able to:

- 16. Recognize common triggers and patterns in workplace conflict.
- 17. Practice approaches for navigating challenging conversations.
- 18. Apply listening and response techniques that support constructive outcomes.