

# LEADERS Institute

The LEADERS institute is a yearlong leadership program that focuses on an individual's career journey around the same 6 areas at career stage and level. This program will have a vertical integration from entry level to retirement.

Yearlong, meeting every other month. Learning sessions are 3 hours and may include table discussions, panel, and stage/level breakouts. Networking sessions are on the opposite months of learning sessions.

Vision-Leadership cohort program at stage and level appropriate levels to nurture leadership development, networking, and support for individuals throughout their career journey.

Purpose- We will create an environment for rich discussion through interactive sessions as well as opportunities for personal reflection and growth. This program will bring to Kansas City a fully integrated leadership program and fill a gap in our region that employers send their employees to conferences or workshops in other locations.

## Goals

- Individual skill growth
- Build synergy in Kansas City through community/career networking
- Strengthen the Kansas City workforce pipeline by providing access to training, mentoring and other professional development programs.
- Provide access to skill development without having to leave Kansas City to attend a conference or workshop.

## Session expectations

- First 30 minutes of each learning session will be facilitated by the Catalyst Development team.
- 2 hours of each learning session will be facilitated by experts in the field and/or panel discussions.
- Final 30 minutes of each learning session will be facilitated by the Catalyst Development team.



# Kansas City's LEADERS Institute Pricing

*A year-long leadership program and  
all materials included*

## Early Career

\$1,000 or  
\$100 a month

Individual  
Leader/Contributor  
Limited work  
experience

## Strategic Leader

\$3,000 or  
\$300 a month

Mid-career leader  
Decision makers  
but not ultimate  
authority

## Emerging Leader

\$2,000 or  
\$200 a month

Front Line Leader  
Beginning to  
understand their  
career path





## Career and Power Skills

These skills are not unique to Catalyst Development. No matter what you call them, soft skills, power skills, leadership skills...these are critical to our success whether we are just starting our career or heading to retirement. These skills are important at work, at home, and in our volunteerism. These are also not skills that you just check a box, and you are done. To be successful they take intentional work and self-awareness.

**Lead**—Whether you have a title or not, everyone is a leader. This session focuses on the skills to being a stronger leader.

*Integrity  
Authenticity  
Humility  
Responsibility*

*Dependability  
Commitment  
Self-motivation*

**Engage**—When we have effective communication, we are able to build stronger relationships, have kind and honest conversations, as well as more meaningful conversations.

*Clarity  
Respect  
Kindness  
Coordination*

*Active listening  
Cooperation  
Verbal/Non-Verbal/Written*

**Accept**—This is so much bigger than inclusivity. When we create an environment of belonging, we create an organization where our employees can show up as their authentic true selves. They are not forced to fit in but can truly belong.

*Psychological safety  
Trust  
Unconscious bias  
Raising awareness*

*Being diversity brave  
Cultural Intelligence  
Cultural inclusion*

**Develop**—No matter the size of our organizations, we cannot do it alone. When we understand each other and different priorities, we can build stronger teams to be more effective and efficient. We learn grace and support.

Breaking down silos  
Me vs. We  
Interpersonal Skills  
Analysis/logical reasoning

Initiative/Persistence  
Persuasion/Negotiation  
Brainstorming/Creativity

**Effective**—Spinning lots of plates at work can distract us from the work we are doing. Being able to understand how we work and what is important to us allows us to be more successful.

Goal setting  
Prioritizing/Planning  
Decision making  
Focus

Collaboration/Idea exchange  
Organization  
Delegation

**Resilient**—Even the perfect plans don't always go the way we would like. Whether it is pivots, barriers or complete roadblocks, we have to learn to learn and grow from these opportunities.

Growth mindset  
Curiosity  
Agility  
Self-management

Optimism  
Open-mindedness  
Self-confidence  
Stress management/Coping

**Personal Skill Building**—This is the work you do to grow and learn. Create a plan to continue the work. This is about true leadership development and not a session of learning. How will you keep growing?



## TESTIMONIALS

---

Katie has an authenticity and genuine approach to teaching leadership and practical life skills. She leaves a lasting impact on those around her, and I cannot recommend her highly enough!

-Quincy King, RSM Marketing

---

I wanted to say a quick thank you for having me be a part of the first co-hort. I've met some of the best people during these sessions and have grown both personally and professionally. This is the first leadership program I've participated in that did excellent teaching us to be comfortable being uncomfortable. Thank you!

Madison Ross, Alzheimer's Association

---

I've been given some major impactful tools that have helped me grow as a leader—even just the growth of confidence in myself. I've learned so much about myself as a leader. Katie and her team have provided us with tools that have helped me grow in conflict resolution, leadership growth, and holding people accountable with compassion. On top of that, Katie, Jenna and Emma are fantastic leaders in Kansas City who are always willing to help when you need anything. I will always recommend Catalyst Development to anyone who needs help or growth in their leadership journey.

-Brittany Leathers, Newhouse Shelter

---

“I've found the LEADERS program to be helpful in helping me to re-assess what leadership means to me, how can I use my skills that I thrive in, and where I can learn and ask for help so that I can bring others up with me. If you're on the fence, the group here has been really wonderful about being an accepting place to have real conversation and make real change. It's a really amazing way to jumpstart your leadership journey or make sure you're staying on top of the most hard-hitting topics affecting leadership right now.”

-Angela Kennedy, AOK Consulting

Get more information  
and apply at  
[www.cdleaders.com/leaders](http://www.cdleaders.com/leaders)



Catalyst Development is rooted in Dr. Katie Ervin's research focusing on workplace motivation and employee satisfaction. Our work is about intentional workforce skill-building at all stages and levels. We can help you build strong teams through our robust learning options, including coaching, speaking, workshops, and full training programs.

Let's connect!



[katie@cdleaders.com](mailto:katie@cdleaders.com)



[Catalyst Development](#)



[Dr. Katie Ervin](#)

[cdleaders.com](http://cdleaders.com)