



# Leader Accelerator Plan Rollout

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Developing a Leader Accelerator Program involves careful planning, design, and execution. Here are the steps to create a program featuring monthly courses delivered to cohorts:

**1. Identify the Program's Goals:** Before you start, it's essential to understand what you want your LAP to achieve. Are you trying to prepare high-potential employees for leadership roles? Do you want to enhance your current leaders' skills? Your goals will drive your program's design and content.

**2. Understand Your Audience:** Survey or interview your potential participants. Understand their current skills, knowledge gaps, career aspirations, and preferred learning styles. This will help ensure your program resonates with them and meets their needs.

**3. Develop the Curriculum:** Your curriculum materials will be available on the first of each month. Now that you know your goals and audience, you can start building your program. Each monthly course should deliver value on its own while contributing to the program's overall objectives.

**4. Plan for Cohorts:** Organize your participants into cohorts, small groups who will go through the program together. Cohorts promote a

collaborative learning environment and create networks of leaders within the organization. You'll need to decide how large your cohorts will be and how often new cohorts will start the program. See the description of Cohort Learning below.

**5. Deliver Course Material:** For each monthly course, you will have engaging and interactive content. Incorporate various learning methods, such as lectures, group discussions, case studies, simulations, and individual assignments.

**6. Incorporate Mentorship:** Assign mentors to guide and support the cohort throughout the program. Mentors can provide invaluable personal insights, answer questions, and facilitate discussions. Presenters will have a monthly live video mentor meeting with Nan McKay instructors.

**7. Plan for Evaluation:** Decide how you will measure your program's success. This could include pre- and post-program assessments, participant feedback, changes in behavior back on the job, or improvements in business metrics.

**8. Launch Your Program:** Once everything is ready, launch your first cohort. Kick off with an orientation session to set expectations and get everyone excited about their leadership journey.

**9. Monitor Progress and Provide Support:** As the program rolls out, continuously monitor participants' progress and provide support as needed. This could include additional resources, individual coaching, or adjustments to the program.

**10. Evaluate and Improve:** After each cohort completes the program, evaluate its effectiveness. Gather feedback from participants and stakeholders, look at your evaluation metrics, and use this information to improve future cohorts.

Remember that a Leader Accelerator Program is a significant investment in your organization's future. The more carefully you plan and implement the program, the greater its impact will be.