BELL LEADERSHIP INSTITUTE

BUILDING LEADERS SINCE 1972

Signature Roundtable

FOR YOUR HIGH-POTENTIAL TALENT™



Build Today's Talent For Tomorrow.

Develop your most promising talent before the organization needs them, building the perspective, skills, and relationships to contribute at a higher level when the opportunity comes.

30+ YEARS of The Leader's Roundtable + **DECADES OF EXPERIENCE** building customized client roundtables = **ONE SIGNATURE EXPERIENCE** built for your leaders and your business

AT A GLANCE

WHO	Emerging leaders and strong individual performers from the same organization showing potential for broader responsibility. Typically haven't led a team, division, or function.
PURPOSE	Develop broader leadership perspective before broader responsibility arrives, so promising talent is ready to contribute at a higher level when the opportunity comes.
FORMAT	18 - 30 emerging leaders | 4 - 6 sessions of 1½ - 2 days | location of choice | 12-24 month cohort journey
FOUNDATION	Begins with an Achievers™ session and 360° feedback results.
APPLICATION	Every session connects learning to situations and challenges drawn from participants' actual work.

Build your FUTURE leadership bench.

WHAT THIS EXPERIENCE BUILDS

- **Self-awareness** of how personality and behavior impact relationships and results
- **Leadership perspective** to see the real impact of decisions and priorities
- **Communication** to share ideas, build understanding, and influence across audiences
- **Change leadership** to navigate change personally and help others do the same
- **Talent judgment** to evaluate, select, and develop people as responsibility grows
- **Personal performance** through effective management of time, priorities, and demands

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THE LEARNING JOURNEY

A proven sequence of topics, real-world application.

1. **Achievers: Developing Critical Self-Awareness**
   Establish a common language and framework to understand yourself, influence others, and lead well.
2. **Understanding the 10 Roles of a Leader's Job**
   Explore the full scope of leadership and expand perspective beyond your current role.
3. **Communicating for Impact**
   Strengthen how you build understanding, relationships, and results across the organization.
4. **Leading Change in Yourself and Others**
   Navigate change effectively, starting with yourself and extending to the people you influence.
5. **Building Selection & Hiring Skills**
   Make thoughtful talent decisions and recognize the capabilities the organization needs.
6. **Managing Time, Priorities & Personal Performance**
   Manage competing demands and sustain your effectiveness as responsibilities grow.

DEVELOPMENT WITH ORGANIZATIONAL IMPACT

The value extends beyond individual development. Developing high-potential leaders together creates a shared leadership language, stronger cross-functional connections, and a cohort of emerging leaders who understand more of the business than their own roles. The result is a deeper leadership bench that is ready to deploy when the organization needs it.

BUILT AROUND YOUR BUSINESS

The core sequence is proven, and the application is yours. Discussions and examples are shaped around your organization's priorities, culture, and business context. Participants are encouraged to apply concepts to real situations from their own work, which makes the learning immediately relevant and connects development to the issues that matter most to your organization.

YOUR LEADERSHIP GUIDES

Experienced trainers combine Bell Leadership's proven curriculum with deep leadership and business expertise. Drawing on diverse professional backgrounds, they bring real-world perspective to each discussion and create the conditions for meaningful learning, candid conversation, and practical application.



Bill Sanford, MS
Since 2008
SENIOR TRAINER & EXECUTIVE COACH

Expert in trust, teamwork, and organizational performance, drawing on an early career in conflict resolution and decades of experience developing leaders and teams.



Jon Player, JD, MSPH
Since 2016
TRAINER & EXECUTIVE COACH

Trusted leadership advisor, drawing on backgrounds in law, science, and research to help leaders navigate complexity, think strategically, and take effective action.



Susan Gisler, PT, DPT, MHA
Since 2021
TRAINER & EXECUTIVE COACH

A seasoned healthcare leader and executive coach known for helping leaders foster engagement, lead through change, and achieve meaningful growth.

LET'S START THE CONVERSATION

We welcome the chance to explore what a Signature Roundtable could look like for your high-potential leaders.

(919)967-7904
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