

EMERGING LEADERS DEVELOPMENT PROGRAM (ELDP)

The CalTrin [Emerging Leaders Development Program](#) (ELDP) is a free eight-month-long series designed for individuals who have been in leadership roles for less than three years. The goal of the program is to equip participants with practice, insight, and strategies for leading an effective and engaged workforce and organization.

Features of this Program

- Small Group, Interactive Activities
- Assigned Accountability Groups
- Opportunities for Self-Reflection
- Individual Quality Improvement Projects*
- 1:1 Coaching Sessions
- Supplemental Book Mailings

Topics Include

- Strengths-Based Leadership
- Emotional Intelligence in the Workplace
- Supervising for Success
- Delivering Effective Feedback
- Navigating Difficult Performance Conversations
- Leading Through Change
- Developing Others Through Coaching

*As a part of the program, learners complete an individual quality improvement project that allows them to implement concepts and tools learned throughout. Some examples of previous Quality Improvement Projects include:

- Building Rapport & Increasing Staff Engagement
- Revising Onboarding Processes & Addressing Turnover
- Designing a Personalized Professional Development Plan for Direct Reports
- Building Fidelity in Case File Management Review Systems
- Strengths-Based Leadership within a Team
- Improving Communication through Reflective Feedback

The Stats:

Since its launch in September 2022, ELDP has facilitated **4 cohorts** and produced **97 graduates**.

100% of graduates agreed that ELDP was relevant & helpful for their professional development as a leader.

Graduates provided an Average Net Promotor Score (NPS) of **91.7**

100% of graduates left with concrete ideas to implement within their programs.

What ELDP Graduates are Saying:

“This program has been life-changing, professionally and personally... I am thoroughly grateful that you selected me for this program and now I can take what I learned to continue to foster growth in my team and myself...”

“I'm incredibly grateful for the opportunity to be part of ELDP. The content was rich, the facilitation was engaging, and the environment encouraged reflection and growth... I'm walking away more self-aware, inspired, and equipped to lead with intention.”

“I am so much more comfortable in my role today because of this program. I was fortunate to be able to start the program one month into my first management position so I really felt like I didn't know much of anything but now I have concrete tools that I can use practically and that has given me more confidence...”