

EMERGING LEADERS

Overarching Theme	Competency
Culture Building	Accountability (self and others)
Culture Building	Adaptability
Communication	Communication (Foundational)
Problem Solving	Critical thinking
Communication	Emotional Intelligence
Running a Firm	Ethics
Relationship Building	Networking
Culture Building	Relationship building with colleagues
Problem Solving	Time Management & Prioritizing

MID-LEVEL LEADERS

Overarching Theme	Competency
Culture Building	Accountability (self and others)
Communication	Active listening
Growth Mindset	Business development
Culture Building	Coaching / People Management / Delegation
Growth Mindset	Consultative mindset
Communication	Conflict Management & Psychological Safety
Communication	Crucial / Uncomfortable Conversations
Communication	Emotional Intelligence
Running a Firm	Employment law
Running a Firm	Ethics
Running a Firm	Financial Management (for non-financial Professionals)
Growth Mindset	Innovative mindset
Relationship Building	Negotiating / Influencing Others
Running a Firm	Project Cost Estimation & Management
Running a Firm	Risk identification / management
Running a Firm	Strategic thinking

SENIOR LEADERS

Overarching Theme	Competency
Culture Building	Accountability (self and others)
Communication	Active listening
Problem Solving	Change management
Culture Building	Coaching / People Management / Delegation
Communication	Conflict Management & Psychological Safety
Communication	Crucial / Uncomfortable Conversations
Culture Building	Culture development
Communication	Emotional Intelligence
Running a Firm	Employment law
Running a Firm	Ethics
Growth Mindset	Growth mindset (firm)
Culture Building	Growth mindset (people)
Relationship Building	Negotiating / Influencing Others
Problem Solving	Problem solving (root cause analysis) / Systems Thinking Models
Relationship Building	Relationship building - client management
Running a Firm	Risk identification / management
Running a Firm	Strategic planning
Running a Firm	Think like an owner