

Your next generation
of talent is already on
your floor—**are they
ready to lead?**



EMERGING LEADERS ACADEMY

CONTINUITY. CAPABILITY. CONFIDENCE.

Explore the Emerging Leaders Academy
and start building your next generation of leaders.

See inside for program details, session topics.



CENTER FOR GREAT
WORK PERFORMANCE

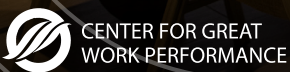


Continuity. Capability. Confidence.

This program was developed in partnership with the Center for Great Work Performance, whose experience in leadership development and organizational performance brings a structured, real-world approach to the Academy.

From Insight to Action

How Member Feedback Is Shaping the Emerging Leaders Academy



CENTER FOR GREAT
WORK PERFORMANCE



SESSION DETAILS

Built for the Real Challenges You're Facing Today

Built from direct input and ongoing conversations with our members, each session of the Emerging Leaders Academy is designed to address the real leadership challenges facing our industry today. From foundational leadership skills to workforce development and performance improvement, this program delivers practical, actionable insights you can apply immediately within your organization.

Across our membership, we continue to see a common theme—strong employees stepping into leadership roles without a clear roadmap for success. While technical expertise remains critical, the ability to lead people, communicate effectively, and drive performance has become equally important. This program was designed to bridge that gap, providing emerging leaders with the structure, mindset, and tools needed to succeed in today's fast-paced production environments.

The Emerging Leaders Academy is not built on theory alone. Each session is intentionally designed to create alignment between senior leaders and emerging talent, reinforce expectations, and establish a shared leadership language across your organization.

Session 1 – May 21 | Michigan Leadership Summit Foundations of Great Leadership Performance

- Transitioning from individual contributor to leader
- Leadership mindset, accountability, and trust
- Clarifying expectations between senior leaders and successors
- Establishing a common leadership framework

Session 2 – June 23 WorkforceSUCCESS® – Recruit, Retain, Reward

- Leading people, not just managing roles
- Hiring for leadership potential
- Retention through engagement and development
- Building culture and strengthening talent pipelines

Session 3 – July 21 Developing Leaders at Every Level

- Succession as a system, not an event
- Coaching, delegation, and decision-making authority
- Developing future leaders within your organization
- Building leadership capacity beyond one individual

Preparing the Next Generation of Leaders

Session 4 – October 5 | ENCORE Leadership Summit Performance Analytics for Leaders

- Leading with insight, not instinct
- Measuring what matters at the leadership level
- Connecting people performance to business outcomes
- Thinking and evaluating performance like an executive

Session 5 – November 10 Navigating Change & Future Leadership Models

- Leading through change and uncertainty
- Strengthening resilience and adaptability
- Managing evolving workforce expectations
- Preparing your organization for long-term leadership continuity

Pricing & Participation Options

To provide flexibility for organizations at different stages of development, the Emerging Leaders Academy offers multiple participation options, including full program packages and individual session enrollment.

Full Program Package

PIAS/APAN Member: \$995*

Non-Member: \$1,495*

Includes:

- All five leadership sessions
- Certificate of Completion
- Full Program Registration

À La Carte Sessions

Member: \$225 per session*

Non-Member: \$325 per session*

Group Remote Participation

(Minimum 5 Participants Per Session)

Member: \$175 per participant (per session)*

Non-Member: \$250 per participant (per session)*

[REGISTER AT PIAS.ORG](https://www.pias.org)

The strength of any organization is built on the people who lead it.

As our industry continues to evolve, the ability to develop confident, capable leaders is no longer optional—it is essential. Organizations that invest in leadership development today are better positioned to navigate change, strengthen performance, and create long-term stability. The Emerging Leaders Academy provides a clear and practical path forward.

Through ongoing conversations with owners, executives, and emerging leaders, we've gained a deeper understanding of what organizations are facing today. These insights have helped shape our direction and focus as an association. A consistent theme has emerged—while our industry continues to evolve, many organizations are looking for practical ways to develop the next generation of leaders who can step in with confidence and make an immediate impact.

In many cases, individuals are stepping into leadership roles because they excel in their craft, not because they've been formally prepared to lead others. At the same time, organizations are navigating increasing complexity—balancing production demands, workforce expectations, and the need for consistent performance. These challenges are not unique, but they are becoming more visible, and they require a more intentional approach to leadership development.

We also recognize that many of the challenges leaders face today are not just people issues, but system challenges—how work is structured, how expectations are communicated, and how accountability is reinforced. Developing stronger leaders creates the opportunity to address these challenges more effectively, bringing clarity, consistency, and confidence into day-to-day operations.

The Emerging Leaders Academy was built directly from that feedback. In collaboration with the Center for Great Work Performance, we've developed a structured, real-world leadership program designed to strengthen communication, accountability, and decision-making at every level. Our goal is simple: to help our members build stronger leadership pipelines, create alignment between current and future leaders, and position their organizations for long-term success.

Now is the time to invest in your people and prepare your organization for what's next. Join us in building the next generation of leaders who will shape the future of our industry. By bringing together emerging talent and experienced leaders, this program helps build alignment, reinforce expectations, and create a stronger foundation for growth. Whether you are preparing your next generation of leaders or strengthening your current leadership team, this is an opportunity to take a meaningful step forward.

We invite you to be part of this initiative and join a community committed to developing stronger leaders across our industry.