

**THE  
HUMPHREY/  
GROUP**  
A HUMANCE COMPANY



**Visible Leadership™**

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## A Customized Learning Experience

Support your organization's diversity, equity, and inclusion goals with a program developed and facilitated exclusively by BIPOC leaders, for BIPOC leaders. Visible Leadership™ is a customizable learning experience that gives your BIPOC leaders the chance to connect with others who have had similar experiences and build skills targeted specifically to their development needs.



## Key Learning Outcomes

Achieve the following outcomes with our proven designs or tailor the content to your specific needs. Participants will receive the knowledge and tools to...

- Approach communication as an act of leadership.
- Understand the importance of vision no matter their level or role.
- Cultivate a strong core of conviction to support their vision.
- Design a leadership brand that aligns with their core convictions and values.
- Build resilience in the face of challenges.
- Project a powerful and authentic presence, both in-person and virtually.
- Approach impromptu communication with the same level of intention as more formal opportunities.
- Grow their BIPOC network and strengthen existing networks within the organization.



## Participant Profile

Visible Leadership™ is ideal for new or aspiring BIPOC leaders who need to improve...

- Developing a powerful and authentic leadership presence.
- Cultivating core values and sharing them with others.
- Building a network of support with other BIPOC leaders.



*We chose The Humphrey Group to be our global partner for leadership communication training. They have worked hard to understand how we want our leaders to communicate, and then they tailored programs to meet our specific needs for those skills.*

— Kelly, Chief Human Resource Officer, Financial Industry



# Program Modules

## / Authentic Leadership

Use a simple tool to identify and articulate the four values that are core to your leadership identity, learn how to balance audience-centeredness with authenticity, and practice adapting communication to align intention and impact.

## / The Leader's Script

Apply the Leader's Script to create message-driven communications, and learn methods to craft clear, inspiring, audience-centered messages.

## / Relationship Building

Identify the relationships that are critical to your success and use the Relationship Building Tool to develop strategies for building strategic, authentic relationships.

## / Leadership Presence

Practice delivering the Leader's Script, receive feedback, and identify strategies to improve your presence.

## / Networking

Join a networking event to build community. You will discuss program takeaways and identify next steps in your development journey, while learning how to network in an intentional, strategic manner.

## / Sustainment

Upon completing the program, receive 30-day access to our full digital resource library. This enables you to revisit key concepts from the program while also exploring content from our entire suite of offerings. With access to a range of insights and tools, you can reinforce your learning and explore new, complementary skills.

## SPARK Your Learning with Tailored Program Add-ons






We make it easy to tailor our programs to your specific needs with our extensive library of add-on modules.







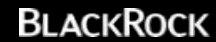
# Choose Your Delivery Method

	Virtual	In-Person
 <b>Timing</b>	4, 1.5 hour live online sessions	2, 7 hour days
 <b>Self-Directed Learning</b>	Online prework prior to each virtual session	Access to program materials prior to the session
 <b>Instructor-Led Sessions</b>	Live virtual facilitation led by The Humphrey Group	Facilitation led by The Humphrey Group
 <b>Coaching</b>	30 minutes of 1:1 coaching	1:1 coaching in a group setting
 <b>Sustainment</b>	30 day access to our digital resource library	30 day access to our digital resource library

\*Hybrid delivery options are available

\*Available in: English, French & Spanish

Trusted by Top Organizations of All Sizes.



## The Humphrey Group Difference

- More than 35 years of experience
- Interactive, hands-on learning
- Feedback-rich development
- Flexible delivery options
- Access to self-directed sustainment
- Seamless experience through digital learning platform
- An approach that combines mindset + toolset to develop exceptional leadership communication skills



## About The Humphrey Group

### We are the Leadership Communication Experts

Our singular focus on leadership communication guarantees a depth of expertise unmatched in the market. For over 35 years, The Humphrey Group has developed leaders to be better, more inspiring communicators, increasing their ability to drive action, build trust, and create alignment across the organization. We are passionate about our purpose to teach and promote inspiring communication. When you're inspired, you inspire others, and the outcome is greater engagement, stronger results and enduring organizational success.

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