

# Millennials

## Young Talent RPM® Experience

Young Talent RPM® is fully customized based on your company culture and the outcomes you hope to achieve. Utilizing industry and company specific case examples, projects and learning activities, we tailor unique programs to develop **R**esonant, **P**owerful and **M**asterful leaders for the future.

### Choose your delivery

Whether you prefer in-person, virtual or a combination of both, we'll shape your program to fit your needs.

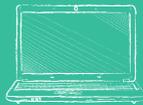
Live



Hybrid



Virtual



### Needs Assessment

Prior to the launch of the program, customize your Young Talent RPM® Experience to meet the needs of your millennials, teams and culture.

### Young Talent RPM® Assessments & Feedback

Through the Young Talent RPM® 360 feedback and self assessment process, each participant will meet with an Equilibria coach to identify their key strengths and areas for development.

### Live & Virtual Facilitated Sessions

These high-impact sessions are led by Equilibria's expert facilitators. Each of the 4 MileMarkers of Young Talent RPM® are explored throughout the program.

### Ignitor Exercises

For optimal learning and to sustain momentum, participants will receive micro-burst assignments to complete on their own, or with their teams.

### Individual or Group Coaching Sessions

Once per phase Equilibria coaches will meet with each participant and/or the group for intensive coaching.

### Choose your pace

You determine the length and pace of your leadership experience.

6 months • 9 months • 12 months



### Choose your project

Participants pick a company initiative to work on throughout the course of their Young Talent RPM® Experience. This immersive learning brings lessons learned to life.



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## Four MileMarkers of Leadership

Our research and experience has identified four critical MileMarkers of leadership that millennials need to master in order to become **Resonant, Powerful & Masterful**. The content within these MileMarkers is customized to meet the needs of your millennials, your company and your industry. We'll also customize activities, assignments and case studies to address specific challenges faced by your teams.

### Leading Self

#### Am I the person others can follow?

The beginning phase facilitates transformative self-discovery in the areas of:

- Strengths, capabilities and emotional intelligence
- Natural thinking, relating, leadership and behavioral styles
- Levers of motivation and performance improvement
- Personal liabilities that risk derailment

### Leading Futures

#### Am I developing sustainable leadership behaviors?

The second phase of our program promotes resilience and professionalism through:

- Critical thinking and decision making
- Professionalism and perspective
- Resilient and sustainable leadership behavior
- Perseverance & grit



### Leading Others

#### Do I inspire synergistic relationships?

The third phase of our program promotes leadership excellence by honing:

- Influence through effective communication
- Negotiation, conflict and resistance management
- Feedback delivery that challenges and supports
- Persuasive messaging

### Leading Teams

#### Do I leverage the strengths of those around me?

The final phase helps millennial future leaders master group dynamics to:

- Foster more truly collaborative initiatives
- Promote innovation, creativity and solution focused team work
- Influence group action and manage group re-action

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Sample Program (Hybrid) for the  
Young Talent RPM® Experience for Millennials



*Founded by this lady*



**Nicole Lipkin**  
Psy.D., M.B.A.



*Joined up by this guy*



**Brett Bell**  
Psy.D., M.A.



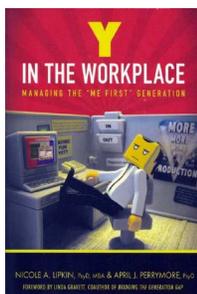
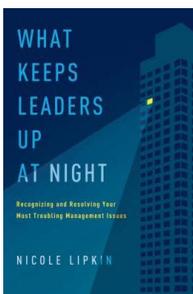
*Together we believe leadership development is human science.  
Not rocket science!*

By bringing human nature back into business, Equilibria develops your leaders, your culture and your company. We provide consulting, training, development programs and coaching to help companies and individuals hone, develop and refine their leadership capabilities and potential from average to outstanding. And who doesn't want a little outstanding?

*Check out the cool things we do and the fun people that work with us*

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