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 CHARLOTTE

Presented by **WELLS FARGO**

HPL 

**HIGH PERFORMING LEADERS
 EXECUTIVE DEVELOPMENT**

Powered By *D. Wilson Agency*

This executive training program presented by D. Wilson Agency provides emerging leaders with actionable strategies and insight designed specifically to address the unique challenges of people of color. The program provides organizations an effective framework for developing leadership capacity for the future. It's the blueprint needed to ensure that full potential is realized.



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**WELLS
 FARGO**

NOVEMBER 7-9, 2019
THREE WELLS FARGO
 CONNECTIONS AT THE GREEN CONFERENCE CENTER
 435 S. TRYON STREET, FLOOR UL (UPPER LEVEL)
 CHARLOTTE, NC 28202

Engaged learning that elevates capability & capacity

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HIGH PERFORMING LEADERS EXECUTIVE DEVELOPMENT CURRICULUM

The High Performing Leaders Executive Development Program is designed to address the unique needs of people of color, which are often unknown or not addressed in the workplace. We provide deeply immersive learning solutions addressing the unspoken affects of cultural differences, and how they can either facilitate or deter success at senior management levels.

This CERTIFICATION offers 20+ hours of focused, hands-on instruction and elevated interactions over the course of two-and-a-half days. The program takes an unparalleled approach to branding, communications, emotional intelligence, ethics, and career strategies.

A 3-DAY IMMERSION

	THURSDAY, NOV 7	FRIDAY, NOV 8	SATURDAY, NOV 9
OPENING RECEPTION			
BRANDING MODULE			
EXECUTIVE COMMUNICATION MODULE			
EQ & ETHICS MODULE			
CAPSTONE			
GRADUATION & RECEPTION			

LEARNING OUTCOMES

The key differentiator for the program is that all learning components are **specifically designed for diverse cultural perspectives, evaluation, transparent discussions, tough conversations, and personal solutions.** The High Performing Leaders Executive Program is instrumental in providing the knowledge, skills, and tools necessary to transition to higher levels of collaboration and achievement in your career.

Participants leave with the ability to advance personal responsibility, relationships, cultural fit, overall performance and more:

- Success strategies for unique challenges facing leaders of color
- Tangible results to implement immediately
- Stronger emotional intelligence
- Clarity around intention and action
- Identification of hidden cultural norms
- Strategies for motivating others and fostering collaboration
- A new way to approach workplace conflicts
- Renewed passion for work
- Networking and relationship building with other executive leaders



To register visit: www.dwilsonagency.com/hpl

To receive an invoice for corporate training email plsupport@dwilsonagency.com

WHO SHOULD ATTEND

Leaders of color who are *Senior Managers; Mid-Level Managers; Directors; Key Talent; those transitioning to new roles, new companies, or new cultures; Managers who need clear strategies for growth and success.*

COURSE STRUCTURE

The CERTIFICATE PROGRAM consists of four core courses that include an indepth training session, a panel discussion, case studies, written assignments, situational role playing, and other immersive activities.

COURSE DESCRIPTIONS

THURSDAY, NOVEMBER 07, 2019	
5pm-7pm	<p>Program Overview</p> <p>Introductions</p> <p>Words from Sponsors</p>
OPENING RECEPTION	Join other cohort participants, sponsors and guests for introductions, and get to know key partners who will be on this 3-Day journey to meaningful development with you.
FRIDAY, NOVEMBER 08, 2019	
8:00am - 8:30am	Program Opening
8:30am - 12 noon	Instructor: Sonya Barnes
BRANDING MODULE	This module will focus on building essential components of effective leadership: 1) creating and maintaining an executive presence 2) being impactful. This session will expose attendees to best-in-class strategies for always putting their best foot forward. Students will participate in an experience-based activity to further explore aspects of personal branding, followed by a panel discussion with diverse executives who will share their experiences with this topic.
12 noon - 1pm	Lunch
1pm to 5pm	Instructor: Byron Smith
EXECUTIVE COMMUNICATION MODULE	This module will focus on creating and delivering executive presentations with excellence and confidence. Students will participate in mock presentations for real time feedback on their presentation skills. Following, they will join a panel discussion with diverse executives who will share their experiences with this topic.
SATURDAY, NOVEMBER 09, 2019	
8am - 12 noon	Instructors: Izzy Justice & Patrick Griffith
EQ & ETHICS MODULE	In this module, students will be exposed to two key aspects of executive leadership, emotional intelligence (EQ) and ethics. Our facilitators will help students understand how to make empowering choices using emotional intelligence to self-regulate emotional resilience and increase understanding of leadership's accountability to make good, ethical choices avoiding the cost of poor ethical decisions. Students will also participate in a powerful panel discussion with diverse executives who will share their experiences with these topics.
12 noon - 1pm	Lunch
1pm to 5pm	
CAPSTONE	After a full two days of learning, students will have the opportunity to demonstrate what they have learned. The objectives of the Capstone are: 1) final opportunity to learn how to present to a professional audience, 2) demonstrate how to work as a high performing team through case study, and 3) reinforce what they learned. A panel of executives will provide feedback and all sponsors are welcome.
5pm to 6pm	
GRADUATION	Join in the certificate ceremony and help celebrate the success of Cohort 1. Sponsors plan to attend and share remarks. All are welcome to join our closing reception.

MEET THE EXPERTS

The High Performing Leaders Executive Development Program is an intimate, and interactive certificate program curated and facilitated by some of the foremost experts in professional and leadership development, organizational management, and executive coaching. Armed with proven strategies that drive impact, this training program is guaranteed to deliver results.



DeALVA WILSON **CEO, D. Wilson Agency**

HOST

DeAlva Wilson is CEO of DWA Consulting + Development, a certified Executive Coach, Corporate Trainer and Speaker. Passionate about leadership development, she has discovered that many leaders lack knowledge of effectual strategies to overcome intrinsic barriers in order to move their careers and organizations forward. Through a robust Leadership Development practice, DWA supports executives and organizations in meaningful development, professional excellence and strategies for organizational growth.

She is a sought-after strategist, management consultant, marketing expert and diversity leader. Leveraging a 20+ year career in corporate leadership for Fortune 100s, DeAlva has built an agency that helps organizations increase impact, performance and profitability. Known as a change agent with a keen ability to use relationships, process and technology to create effective strategies for solving challenges, she genuinely motivates teams, organizations and communities towards common goals.



TONY PEREZ **SVP ACCOUNT MANAGEMENT, CORPORATE SOLUTIONS** **COLLIERS INTERNATIONAL**

FACILITATOR

Tony brings over 25 years of experience in managing human resources, organizational development, commercial real estate, construction, and facility operations. By augmenting internal and external groups through strategy development, complex problem-solving to action and improvement, he has consistently produced excellent results. As a senior leader, Tony leads numerous teams that pursue creative and innovative solutions for major clients. He specializes in managing corporate occupier accounts which include services such as portfolio strategy, transaction management, lease administration, and project management. Tony is very active in the community, serving on the boards of several non-profit organizations such as the Latin American Chamber of Commerce of Charlotte, 100 Black Men of Greater Charlotte (Treasurer), Carolinas Chapter of CoreNet Global (President), Arts and Science Council and Charlotte Chamber of Commerce.



SONYA BARNES **BRANDING MODULE**

INSTRUCTOR

An internationally known brand, image and style expert, Sonya is dedicated to helping women create intentional, extraordinary lives. Full of enrichment, meaningful purpose, and of course "eye-catching" personal style....luxuriously.

As a community Influencer Sonya has served in leadership roles on numerous Boards of Directors including Leadership Charlotte where she currently serves and served as Board Chair, 2015-2016. Other board involvement includes Hospice Palliative Care, The Arts Empowerment Project, and Mitchell's Fund. With a passion for international concerns, Sonya is a founding member of The Lunch Project (TLP), a global non-profit organization serving hot lunches to children in Tanzania, East Africa.

MEET THE EXPERTS

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BYRON SMITH **EXECUTIVE COMMUNICATION MODULE**

INSTRUCTOR

Founder, CCIM Institute's Cultural Diversity Education Program

The Cultural Diversity Education Program ("CDEP") was created within the CCIM Institute in 2002. The purpose of the program is to develop a critical mass of minority CCIM designees who can positively impact their respective communities and the commercial real estate industry in general. The CDEP reaches out to minority groups (e.g., Asian-American, Hispanic, African-American, Native American) that have historically been underrepresented in the commercial real estate industry. Through this program, minority real estate professionals are introduced to the CCIM Institute's education, technology and networking. Since the program's inception, more than 1,600 minority real estate practitioners have been introduced to the CCIM Institute's education program, the CCIM Institute and the commercial real estate industry. Many of these participants have gone on to earn the CCIM Designation and to become leaders in the commercial real estate industry.



IZZY JUSTICE **EQ & ETHICS MODULE**

INSTRUCTOR

Dr. Izzy Justice brings three decades of experience in Human Capital, Entrepreneurship and Business Consulting with a global network of "C" Suite Fortune 500 clients, serial entrepreneurs, private equity and thought-leaders in a myriad of disciplines.

Izzy has worked at Deloitte, Accenture, Cerner and Premier. He has also started and sold 3 companies including an award-winning SAAS company, EQ mentor, (published in HBR and received Talent Innovations Awards, Start-Up Awards, Technology Innovation Awards). He has coached over 30 CEOs, dozens of Chief People Officers to orchestrate unlocking of human potential leveraging Emotional Intelligence as the key competency. He has authored 7 books including his latest, Healthcare EQ, co-authored with Bob Driver, MD. He is a 5-Time Ironman Finisher.



PATRICK GRIFFITH **EQ & ETHICS MODULE**

INSTRUCTOR

As the proud Creator of The HARP Method; a leadership toolkit built on the four principles of Humility, Authenticity, Resilience and Persistent Faith, Griffin, poignantly delivers what he's experienced first-hand, as the former VP, of Patient Financial Services, at Atrium Health, a company where he worked for 21 years.

Also a Youth Mentor, through the 100 Black Men of Greater Charlotte Chapter, and a devoted Husband and Father, Griffin, believes if you talk the talk, you must be willing to walk the walk!

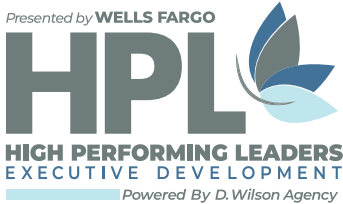
This is exactly what he does every day through his leadership teachings & why he aspires to inspire emerging & evolving leaders Nationwide, by being a living-breathing testament, of the principles he presents in his keynote talks



**SPACE IS LIMITED.
SIGN UP TODAY.**

AN EXECUTIVE LEADERSHIP DEVELOPMENT CERTIFICATION PROGRAM

High Performing Leaders Executive Development Program is an effective strategy to develop a healthy collaborative work environment. Modules and activities are provided to assist talented leaders in realizing their full potential. The approaches to developing leaders in this program are different than traditional programs and more effective.



NOVEMBER 7-9, 2019

**THREE WELLS FARGO
CONNECTIONS AT
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PROGRAM FEE

\$1,549

PROGRAM DATES

November 7-9, 2019

OPENING RECEPTION

November 7, 2019
5pm - 7pm

INSTRUCTION

November 8-9, 2019
8am - 5pm

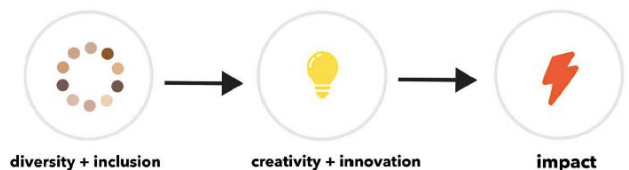
GRADUATION & CLOSING RECEPTION

November 9, 2019
5pm - 6pm

TO LEARN MORE ABOUT THE PROGRAM

- email mneal@dwilsonagency.com or call **704-612-0131**
- register at www.dwilsonagency.com/hpl
- request an invoice for corporate training email support@dwilsonagency.com

THE CASE FOR INVESTING IN LEADERS OF COLOR



**COLOR IS MISSING
ON LEADERSHIP TEAMS**



80%
Four out of five organizations
(80 percent) had leadership teams
that **did not have** a representative
number of people of color.

*162 organizations analyzed

**Increased
diversity is
linked to:**

- higher profits
- stronger team performance
- greater innovation, exploration, and collaboration among teams
- improved decision-making
- more engaged staff

Studies show that relationship management and interpersonal skills are among the greatest factors influencing promotion to the executive ranks. However, one of the greatest challenges minorities face when it comes to selection for upper-management and C-Suite leadership is the often unspoken 'differences in approach' to these soft skills, and the intra-office tensions that emerge because of them, preventing advancement to the next level.

2018 REPORT: Realizing Diversity, Accelerating Impact.
<https://www.quantumimpact.org/2018-report>

PARTICIPANT REGISTRATION FORM

Please visit www.dwilsonagency.com/hpl for online registration.

NAME		
TITLE	COMPANY	
ADDRESS	CITY	STATE
ZIP CODE	PHONE NUMBER & EXT	
EMAIL ADDRESS		

PARTICIPANT	COST	SELECT
Individual	\$1,549	<input type="checkbox"/>
Team	call for pricing	<input type="checkbox"/>

To learn more about Sponsorship Opportunities contact mneal@dwilsonagency.com or call 704-612-0131.

Please contact Monique Neal for group pricing and flexible payment terms.

ENCLOSED IS A CHECK _____

D. Wilson Agency will receive a check in the amount of: \$_____ by October 21, 2019.

PRINT NAME _____ **TITLE** _____

AUTHORIZED SIGNATURE _____

to pay with a credit card visit  www.dwilsonagency.com/hpl

MAIL REGISTRATION FORM AND CHECK TO:
D. Wilson Agency
Attn: Leadership Development
101 S. Tryon Street, 27th Floor • Charlotte, NC 28280
register at www.dwilsonagency.com/hpl

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