



LEAD SL

SECOND-LINE LEADER PROGRAM



OUR CUSTOMIZED PROGRAM

This program equips leaders with the capabilities, perspectives, and leadership practices needed to successfully lead other leaders. Participants learn how to create organizational alignment, develop leadership talent, influence across functions, and drive business results through a multi-phase experiential learning journey.

THROUGH A BLENDED LEARNING APPROACH

Participants engage in workshops, coaching, assessments, simulations, peer learning, and real-world application activities designed around the 70:20:10 learning model.

DEVELOPING SECOND-LINE LEADERS WHO CAN CREATE ALIGNMENT, BUILD CAPABILITY, AND DELIVER RESULTS THROUGH OTHERS.

LEARNING OUTCOMES

- Understand the challenges of the second-line leader role
- Increase self-awareness of leadership strengths, development areas, and derailers
- Create a clear line of sight between strategy and execution
- Identify strengths and needs within their function to drive organizational success
- Coach people managers to create a culture of accountability and development
- Apply insights from DISC, Situational Leadership, LPI, and other leadership tools

BENEFITS TO THE ORGANIZATION

- Strengthens the leadership pipeline
- Builds stronger cross-functional alignment
- Improves execution through better leadership capability
- Increases retention of high-potential leaders
- Creates consistency in leadership practices

SARTO'S PHILOSOPHY

is driven by our mission to provide tailored solutions that will grow your business by developing your people through effective management training, leadership development, and coaching.

THE LEAD SL LEARNING JOURNEY

Approximately 7 Months To Complete Leadership Journey after Nomination Process



Internal Second-Line Leaders Selected to Serve as Advisors Throughout the Program

Blended Learning Approach

70:20:10 Mode

Instructor-led Courses	Peer-to-Peer Discussions	Leadership Assessments	Book/Article Reviews
Case Scenarios	Simulations	360 Assessment	Coaching Practicum

ASSESSMENTS & DEVELOPMENT TOOLS

- **Max Potential Profile: Table Mountain**
 - Provides insight into the competencies, experiences, motivations, and personal attributes that influence success in a second-line leadership role.
- **Leadership Practices Inventory (LPI 360)**
 - Provides participants with valuable feedback on how their leadership behaviors are perceived by others.
- **DISC & Situational Leadership**
 - Helps leaders adapt their approach, coach effectively, and increase leadership effectiveness.

PARTICIPANT OUTCOMES

- **Participants will:**
 - Lead through other leaders rather than directly managing individual contributors
 - Create alignment between strategy and execution
 - Strengthen cross-functional influence
 - Develop leadership talent within their organization
 - Increase executive presence and organizational impact
 - Build stronger accountability and performance cultures