Rising Leaders Development Course 101

Preparing to Lead

RLDC101 is a foundational, interactive course for entry-level professionals that instills the mental skills and people skills needed in the workplace. It's designed to create **promotable team players** in a professional setting, and it's perfect for:

- Individuals seeking to advance into leadership
- College students preparing for entry into the workforce
- Company onboarding
- Company rewards or intern programs.

THE CHALLENGE

Employers expect new workforce entrants to meet certain standards. Similarly, new hires have an expectation of their employer. Both expectations are fair, but there are major gaps.

The National Association of Colleges and Employers[1] surveyed 20,000+ students; new graduates rated their competencies differently than employers with **leadership capabilities as the most extreme gap**. These gaps highlight a disconnect of expectations that must be bridged through intentional training and development.

Left unaddressed, the costs are significant. **More than half of hiring managers reported being involved in terminating a recent graduate in 2024**[2], and the reasons they gave were rarely about knowledge – it was about failing to meet fundamental standards. Similarly, employee engagement is at its lowest point in a decade[3], and more than half of workers are unclear on what is expected of them.

THE OBJECTIVE

Mentally arm young professionals (soon entering or new to the workforce) with the tools to navigate forward **with internal certainty in uncertain environments**.

THE FOUNDATION

The program is built on the **Leadership Traits and Principles of the U.S. Marine Corps** – the benchmark standard for every Marine. Competence gets one promoted, but character keeps them moving forward.

THE EXPERIENCE

A **6-week program** that includes a **2-day in-person immersion** for a cohort up to 25 people, followed by **5 weekly virtual meetings** in small groups (up to 5 people). The in-person forges the insight; the small groups reinforce it. Highly interactive and experiential by design. Optional 1:1 guidance post-course.

THE COURSE

Students learn what it means to control what they can, take responsibility, and choose to be a victor over a victim. Course content focuses on establishing the mental parameters that create resilience to change, and transitions to how we show up for and interact with others. It starts with "me" and it ends with "we."

Module 1: Professional Presence	How you "show up" and are viewed in the room.
Module 2: Owning the Outcome	The mindset: responsibility over excuses.
Module 3: Overcoming Friction	Being resilient when conditions aren't ideal.
Module 4: Communicating to Connect	Developing the skills that build real working relationships.
Module 5: Preparing for Promotion	Developing the intangibles that make you promotable.

THE OUTCOME

Young professionals with the tools to navigate friction and uncertainty, and the foundation to be competent leaders.

1 NACE (National Association of Colleges and Employers), 2024 Student Survey & Job Outlook 2025.
2 Intelligent.com hiring-manager survey, December 2024 (n=1,000), published January 2025.
3 Gallup, U.S. employee engagement, 2025.