



Training Justification: EQUIPPED Leadership Program

EQUIPPED is a science-backed leadership development program created specifically for middle and frontline managers. Spanning six months and delivered 100% virtually, it equips participants with the real-world skills and confidence needed to lead with clarity, compassion, and impact.

THE PROBLEM WE SOLVE

Today's managers are facing intense pressure to perform, support their teams, and navigate constant change. Yet, most are promoted without formal leadership training, leading to:

- High turnover and disengagement
- Inconsistent team performance
- Manager burnout and lack of confidence

The EQUIPPED Solution

EQUIPPED delivers essential leadership skills through spaced learning, deliberate practice, and peer accountability. The six-month format is designed for maximum retention and real-world application.

- Leading with compassion and clarity
- Coaching and giving meaningful feedback
- Navigating change and building trust
- Managing performance and expectations

Why it works

These three research-backed elements combine to create a learning experience that's engaging, practical, and built for long-term impact.



Spaced Learning:

Promotes retention and reduces cognitive overload.



Deliberate Practice:

Builds habits through focused, real-world repetition.



Peer Accountability:

Encourages follow-through and collective growth.

Request to Attend

I am requesting approval to enroll in the EQUIPPED Leadership Program to develop the tools needed to lead more effectively, support my team, and contribute more meaningfully to our department's goals.

- Program Duration: 6 months
- Format: Live virtual workshops + peer learning groups
- Time Commitment: 26 hours total
- Cost: \$995

Start Date

Signature`