

GROWING FROM SUBJECT MATTER EXPERT TO EFFECTIVE LEADER

The leader inside your *subject matter expert.*

For the technical experts you just promoted — and the ones you don't want to lose.

FORMAT	LOCATION	COHORT
12 Sessions	Nashua, NH	Fall 2026

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THE PROBLEM

Promoted for what they know. Now expected to *lead.*

The engineer who solved your hardest problem. The clinician everyone goes to. The accountant who knows the numbers cold. They got promoted because they were the best at the work. And now they're managing the people who used to be their peers — without ever having been taught how.

The cost of getting this transition wrong is high. Good technical people quit because their new managers don't know how to lead them. Newly-promoted leaders burn out trying to do their old job and their new one at the same time. Teams stall. Talent walks. Most of it is preventable with the right preparation.

"Their work did more than teach me leadership — it transformed me into a leader."

PATRICK GIORDANO · DIRECTOR OF ENGINEERING

What this program closes

12

months of monthly, in-person practice — not a 5-day intensive that fades

8-12

participants per cohort, drawn from different companies and industries

2

senior facilitators present at every session, not rotating staff

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THE TWELVE SESSIONS

One year. *Twelve* sessions.

Each session builds on the last. Sessions one through six establish the foundation: self-awareness, feedback, leadership identity, team effectiveness, conflict, and coaching. They give you the language and the tools.

01	Insights Discovery® Personal Effectiveness	Learn the four Insights Discovery color energies, identify your own preferences, and start adapting your style for more effective relationships with colleagues, direct reports, and clients.
02	Feedback, Difficult Conversations & Goal-Setting	A scripting process for the conversations leaders avoid most. Why feedback — given and received — is a gift, and how to set goals that actually move the work forward.
03	Insights Discovery® Four Manifestations of Leadership	The shift from boss to leader. Supervisory skills, listening skills, managing with vision. How to stay centered, see the big picture, and spend your time on the right things.
04	Insights Discovery® Eight Elements of Team Effectiveness	Assess your team against the eight elements and the four stages of team development. Build a plan for synergy that accounts for what motivates and blocks each individual.
05	Choosing Your Approach to Conflict	Conflict is information, not failure. Tools and skills from the KCS Conflict Resource Guide for picking the right approach for the situation in front of you.
06	Mediation & Coaching Skills	Practice mediating disputes between others and coaching individuals through the issues holding them back. The two skills that separate managers from leaders.

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SESSIONS SEVEN THROUGH TWELVE

The second half.

Application & growth.

Sessions seven through twelve put the foundation to work. Remote leadership, strategic thinking, change management, working with HR, influencing up — and the Finale, where each participant's manager comes into the room to see what changed.

07	Managing Remotely	Read each direct report differently. Run meetings that don't waste anyone's time. Build a remote team that actually feels like a team — without forcing camera-on theatrics.
08	Growing into Greater Leadership	Strategic thinking and planning using facilitation and process tools. How to think a layer above the day-to-day without losing touch with it.
09	Managing People Through Change & Multiple Leadership Styles	Different methods for guiding people through change. A diagnostic of your current leadership styles and where you have room to grow.
10	Skills for Working with Human Resources	Interviewing, building and maintaining a psychologically-safe workplace, training essentials, and effective delegation. The HR skills every leader needs and few are taught.
11	Influencing & Managing Up	Build your public-speaking presence. Write emails people actually read. Manage time, priorities, and the relationships above you.
12	The Finale	Designed by the facilitators and participants to pull together the year's growth. Each participant's manager is invited — so they see directly how their investment paid off.

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OUTCOMES

Past cohorts have produced *multiple promotions.*

2x

private 12-month cohorts delivered, both producing multiple promotions

8

consecutive years invited to speak at Bryant University Women's Summit

35+

years training and coaching leaders between Joy and Perry

"From the beginning, Joy and Perry demonstrated a strong ability to connect with participants and create a thoughtful, engaging learning environment. The feedback was overwhelmingly positive. Many began applying the techniques almost immediately. Their ability to tailor the material to our organization made the experience especially valuable."

Janice Lyman

HR DIRECTOR, CONCEPTS NREC

"They challenged me to look inward, to confront my limitations honestly, and take ownership of my growth. This was not an easy process, but it was deeply empowering. With the right techniques, difficult conversations can be constructive, respectful, and liberating. Clarity is kindness."

Patrick Giordano

DIRECTOR OF ENGINEERING

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WHO TEACHES IT

The two people you'll spend the *year with.*



Joy Conley Kacik

**PARTNER · ICF CERTIFIED COACH
INSIGHTS DISCOVERY® PRACTITIONER**

Joy has spent 35+ years training and coaching leaders. She is a Certified Professional Coach through the Center for Coaching Certification and a member of the International Coach Federation.

As a licensed Insights Discovery® practitioner, she brings the Insights portfolio to leaders, teams, and whole organizations. Since founding Kacik Consulting Services in 2008, she has designed and delivered two prior 12-month leadership programs — both producing multiple promotions.

Joy has been a featured speaker at Bryant University's Women's Summit for eight consecutive years.

ICF Certified

Insights® Practitioner

NTL Institute



Perry Kacik

**PARTNER · M.A. ANTIOCH NEW ENGLAND
NTL INSTITUTE CERTIFIED**

Perry holds a Master's degree in Management and Organizational Development from Antioch New England Graduate School and an advanced Organizational Development Certificate from National Training Laboratories.

He served as Field Manager for NEA New Hampshire, Executive Director for Vermont NEA, and Regional Director for the National Education Association — consulting with the Executive Directors and Boards of 17 NEA state-level affiliates.

Since 2005, Perry has worked as an organizational development consultant, executive coach, university faculty member, and interim executive across organizations.

M.A., Antioch NE

NTL Institute

Former NEA Director

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THE DETAILS

What's *included*.

<p>WHEN & WHERE</p> <p>12 monthly sessions in Nashua, NH</p> <hr/> <p>Cadence One full day per month</p> <hr/> <p>Location Nashua, NH (Rt 3 / I-93)</p> <hr/> <p>From Boston ~45 min</p> <hr/> <p>Cohort closes 30 days before kickoff</p>	<p>TUITION INCLUDES</p> <p>Materials, profile & the Finale</p> <hr/> <p>All 12 sessions ✓</p> <hr/> <p>Insights Discovery® profile ✓</p> <hr/> <p>KCS Conflict Resource Guide ✓</p> <hr/> <p>The Finale event ✓</p>
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TUITION

\$8,000
per participant

Multi-participant rate: \$7,200 per participant when a company sends two or more.

Early bird: \$500 off when registered 60+ days before kickoff.

Per-session, this program is in line with regional 6-month emerging-leader programs — and at roughly half the per-day rate of national flagship programs.

NEXT STEP

Let's talk about whether this is *the right fit*.

The cohort is intentionally small. The best way to know if it's right for you — or for someone on your team — is a short conversation. No pitch.

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