



**THE LEADERSHIP DEVELOPMENT
PATHWAY:
Passion 2 Lead, LEAP & Excel**

**PASSION 2 LEAD programme:
the development programme for first-time managers**

Leadership Program for Front Line Leaders

YOUR PERSONAL LEARNING CLOUD

Passion to Lead

As a manager a great start makes all the difference! Passion to Lead is a Core Programme for first time new in role Front Line Leaders. It will help you move from achieving results yourself to achieving results through others. This 12 week programme will provide you with the key management skills needed to achieve full performance. It will support you on your journey to leadership and ensure you have the right tools and resources to help you along the way.

passion to lead video intro v2. 720 By: Vesna Burgund

The logo for 'Passion to Lead' features a stylized 'L' on the left, composed of a red semi-circle on top and a teal semi-circle on the bottom. To the right of the 'L', the word 'PASSION' is written in red, 'TO' in yellow, and 'LEAD' in teal, all in a bold, sans-serif font.

**PASSION
L TO LEAD**

**BEGIN YOUR
JOURNEY NOW!**

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**PASSION
L TO LEAD**

Leadership Program for Front Line Leaders – First part of Leadership Development Pathway



12 weeks

Learning Community | Virtual Classes | Peer Coaching | Role Plays | Stakeholder Interviews | Case Studies | Shadowing

Building Leader's Mindset

An illustration of a woman with long blonde hair, wearing a black top, holding a book. A glowing lightbulb with a brain inside is shown above her head, with dotted lines indicating a thought process.

- How to become a leader, own your development and build a team?

Core Leadership Skills

An illustration of three people in business attire standing in a meeting. A woman in a yellow dress is on the left, a man in a black suit is in the center, and a man in a white shirt is on the right. A yellow arrow points towards them, and a yellow circle with a plus sign is on the right.

- Objectives setting & prioritizing
 - Delegating & creating conditions for accountability
- Continuous learning & trust
 - Managing performance
 - Providing feedback

Practicing in the Flow of Work

An illustration of two people working together. One person is standing and pointing at a laptop screen, while the other is sitting at a desk with a laptop. There are puzzle pieces and a dotted line around them.

- Transferring knowledge & skills to everyday work and habits
- Holding accountable through learning buddies

Situational Leadership & Coaching

An illustration of two people in a coaching session. One person is standing and talking, while the other is sitting at a desk with a laptop. There are speech bubbles and a dotted line around them.

- Situational Leadership theory & practice
- GROW model

Coaching Practice

An illustration of two people in a coaching session. One person is standing and talking, while the other is sitting at a desk with a laptop. There are speech bubbles and a dotted line around them.

- How to conduct a coaching session?

Leadership Standards | Upward Feedback

P4G framework

#ThisIsHowLearn

Record of training sessions for Passion 2 Lead

Event Name	Topics	Vendor	Language(s)	Tentative Sessions	Approved Sessions	Completed Sessions	Evaluation	Options
Passion to Lead Journey	... Customer First ... Agility & adaptability ... Growing ourselves and others ... Collaboration	Internal	English (US) ...	0	16	61		

**LEAP programme:
the next step in the leadership development
pathway for managers**

Leadership Program for Change Leaders – 2nd part of Leadership Development Pathway

YOUR PERSONAL LEARNING CLOUD

LEAP

Entering the organisational segment of Change Leaders means stepping up to translate functional strategies into team objectives and amend them with new direction to accommodate anticipated course changes. It means leading by example in driving customer initiatives, exploring new and more efficient ways of doing things and leading the way of being bold and brave in implementing them.

LEAP is a 30 week programme which will provide you the key assistance to master necessary skills and answer the challenge at hand, ensuring you are equipped with the tools and resources to continue and progress on the development journey.



Leadership Program for Change Leaders



Record of training sessions for LEAP

Event name	Topics	Vendor	Language(s)	Tentative Sessions	Approved Sessions	Completed Sessions	Evaluation	Options
LEAP: Graduation	... Trust & empowerment ... Customer First ... Agility & adaptability ... Drive Impact ... Collaboration	External	English (UK)	0	0	19	 	  
LEAP: The Beginning	... Trust & empowerment ... Customer First ... Agility & adaptability ... Drive Impact ... Collaboration	External	English (UK)	0	3	13	 	  
LEAP: Summit 2 - Intensive Skills	... Trust & empowerment ... Agility & adaptability ... Drive Impact ... Collaboration	External	English (UK)	0	2	8	 	  
LEAP: Learning Lab 1 - Leading Innovation	... Customer First ... Agility & adaptability	External	English (UK)	0	2	8	 	  
LEAP: Learning Lab 3 - Inclusive Leadership	... Trust & empowerment ... Agility & adaptability ... Drive Impact	External	English (UK)	0	2	7	 	  
LEAP: Summit 1 - The VUCA Games	... Customer First ... Agility & adaptability ... Collaboration	External	English (UK)	0	3	16	 	  
LEAP: Learning Lab 2 – Enhancing Our Resourcefulness	... Customer First ... Drive Impact ... Collaboration	External	English (UK)	0	1	8	 	  
LEAP: Upgrade workshop - Building our capacity for complexity	... Customer First ... Agility & adaptability	External	English (UK)	0	1	17	 	  
LEAP: Learning Lab 4 - Creating a Culture of Candour	... Trust & empowerment ... Agility & adaptability ... Drive Impact ... Collaboration	External	English (UK)	0	2	7	 	  

**EXCEL programme:
the next step in the leadership development
pathway for managers**



TOPLINE OVERVIEW:

Excel provides recently appointed Function Heads & equivalent with a unique cross-functional business education balancing cross-functional business education modules as well as Coca-Cola Hellenic specific knowledge. It is delivered in collaboration with IMD, one of the top executive education institutions in Europe known for their "Real World" practical approach.

Business Objectives:

- To Build engaged and capable teams.
- Support transition into new role within Top 300 & achieve full Performance.
- Build effective functional teams, delivering value across the wider enterprise, connecting to the functional priorities

Programme aims:

- ❑ Business education that challenges delegates assumptions and establishes mindset at FH level. An experiential programme that will help delegates build a deeper understanding of cross functional business topics and shift thinking on strategic, business and people issues. In doing so building awareness of their leadership, organization & function from a new perspective
- ❑ Delivery of a critical business project using Agile Sprint methodology to develop; Agile thinking and practice, Empowerment & Accountability, strategic mindset, change, creativity, innovation, disruption, decision making and communication with close sponsorship and coaching from an OPCO member
- ❑ Inform and drive clarity and confidence about the short, medium and long term strategic agenda of the business and support practical ways to action.
- ❑ Build a strong network of Function Heads –gain a broader perspective on other BU business challenges and interact with and build a network of peers
- ❑ Greater empowerment, accountability and effectiveness of the leaders at this level.

How does it work – 10/20/70

1. 2 x Face to Face workshops (2 x 1 week) with pre and post work activities
2. Linked with an external Business school learning partner IMD. Delegates then become Alumni members of IMD with access to peer community, materials & events.
3. Delivery of a critical Business project over 2 face to face Agile sprint cycles
4. Structured on the job follow up actions.
5. 20% support – Coaching from an OPCO member, Peer Action Learning groups

Who is it for

- New FHs & Equivalent (from 6 months in role)

Focus on Leadership Standards



Pre-Work Required/Line Manager Support

- Delegates will be asked to complete pre-reads/assignments prior to the event.
- Line managers - Preparatory discussion to establish learning objectives for the programme and follow up coaching and measurement to embed new behaviours after the programme

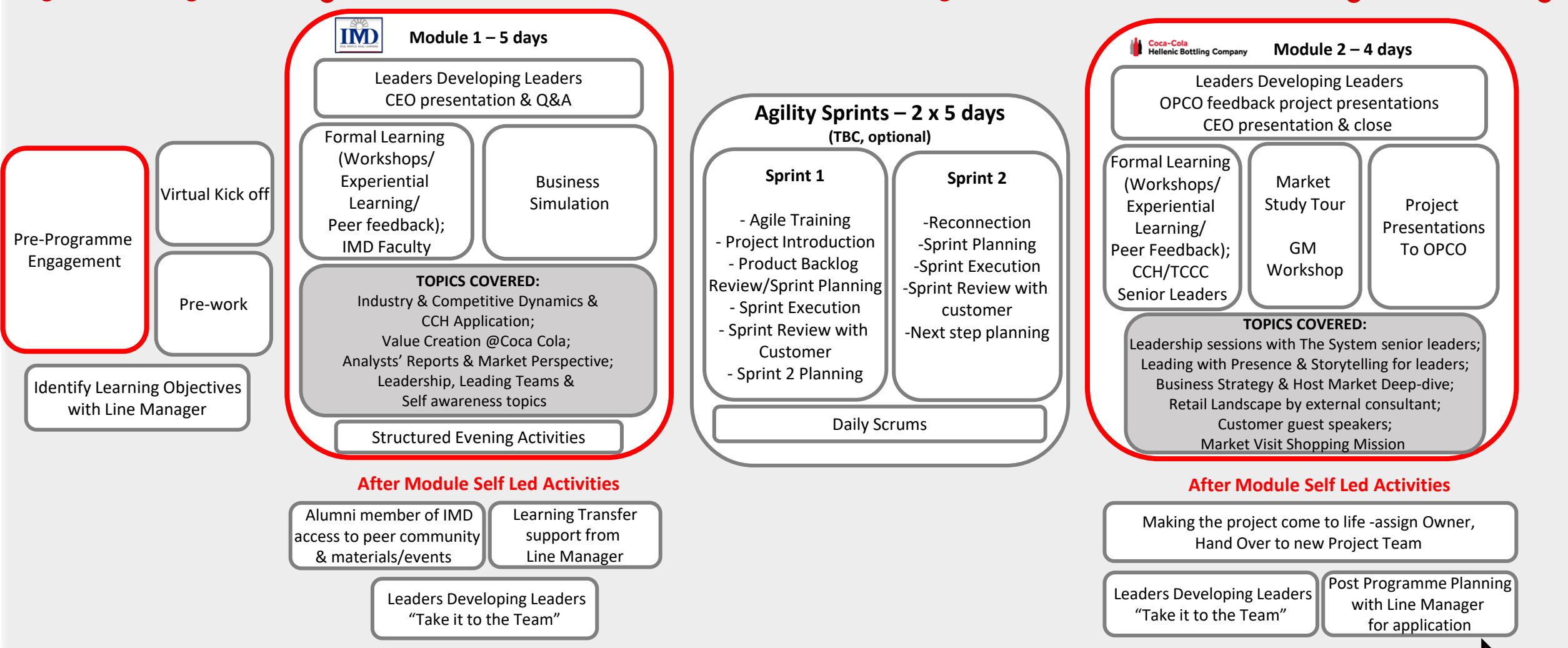
Delivered by

External Business School partner (IMD)
Internal CCH Business Leaders

Excel Program Helicopter View

Dates are indicative for the journey duration; exact calendar is being confirmed with Sanda and Zoran

Feb → Apr → May → Jul → Nov →



Red Thread of Learning Experience – 6 months

Record of training sessions for EXCEL

Event name	Topics	Vendor	Language(s)	Tentative Sessions	Approved Sessions	Completed Sessions	Evaluation	Options
EXCEL Module 2	Compliance Programmes	Internal	English (UK)	0	0	3	 	  