LEADERSHIP FOUNDATIONS · PART OF ORCHESTRATE IMPACT

Leadership Foundations · New Grads

New graduates lead their first real project in their first year, and hand their leader a result in dollars instead of a list of courses completed.

"Our leaders are not ready for what is coming." "We cannot tell who is ready to lead." "We invested last time and nothing changed."

WHO IT IS FOR

LEVEL
New graduates, Professionals

GROUP SIZE
Under 20 · 20–60

TIME
Sessions over weeks

FORMAT
In person · Virtual · Hybrid

LANGUAGES
English · French

BUSINESS OUTCOME
Execution, Talent insight

WHAT HAPPENS

New graduates pick one real piece of work in their own team that matters to the business and commit to exceeding a target on it.

Sessions install the first moves of leading: choice, creating the conditions, the top three development priorities, and how to talk to their leader about impact.

They report the number to their leader. Most have never been asked for one before.

WHAT CHANGES

- First-year hires who lead instead of waiting to be told
- Leaders see who has it, with a result attached
- Retention of the graduates you fought to hire
- A first impact number on the record

HOW WE MEASURE

Each leader runs a High Impact Project against a real business number. Results roll up to the sponsor in dollars, with the Participant's own attribution of how much the experience contributed.

HOW IT FITS WHAT YOU HAVE

Maps to the competency model you already use. Runs as a module inside an existing leadership curriculum or as the immersive anchor a curriculum is missing. Reinforcement assets load into your LMS.

INVESTMENT

$1,800

Per Participant · same number in USD, CAD and EUR

Per Participant, cohorts of 16 to 32. The Orchestrate Impact role experience for the new-grad level. Impact project and coaching included. Bell ran the new-grad cohort separately from CP2 because the hardest-first concept lands differently for people in their first year.

WHAT IT INCLUDES

- The New Grad role experience of Orchestrate Impact
- A High Impact Project per Participant with an Accountability Partner
- Impact Coaching through the project

PROOF

$14,090 average attributed impact

Per New Grad High Impact Project, 4.5X+ ROI. Bell Leadership Foundations, New Grad cohorts.

Schedule a 25-minute walkthrough

See how it runs online

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