

Service Description: **Bootcamps & Symposia**

**Skill Level Code**

- Aspiring, Emerging, and Advanced (see descriptions on the main page)

**Overarching Benefit**

Bootcamps and symposia serve intimate groups of up to sixty people. Bootcamps utilize a broad approach to administration regarding diversity components such as onboarding, assessment, relationships, political nuances, management, and innovation. Symposia are targeted and educational about the practice of a skill set, such as topical mastery, budgeting, data analysis, metric design, strategic plan development, and personal care. Each offers an overall benefit from defining areas needing expertise and improving individual mastery toward executive-level performances.

	<b>Bootcamps/Consortiums</b>	<b>Symposia</b>
<b>Primary Goals</b>	<ol style="list-style-type: none"> <li>1. Introduce the world of diversity-related leadership, preparation, and accountability</li> <li>2. Conceptualize work-specific vocabulary, jargon, and trade nuances</li> <li>3. Identify core administrative and personnel development responsibilities</li> <li>4. Exhibit lessons learned with peer feedback</li> <li>5. Personalized post-camp career and worksite plans</li> </ol>	<ol style="list-style-type: none"> <li>1. Introduce the skill as a critical component of leadership excellence</li> <li>2. Conceptualize skill-specific thinking and resistance</li> <li>3. Identify core task-level responsibilities during skill applications</li> <li>4. Exhibit lessons learned with peer feedback</li> <li>5. Personalized post-camp worksite plan</li> </ol>
<b>What to expect</b>	<ul style="list-style-type: none"> <li>• Pre-camp profile</li> <li>• Expert instructors</li> <li>• Interactive sessions</li> <li>• Edutainment and networking</li> <li>• Debriefing</li> </ul>	<ul style="list-style-type: none"> <li>• Pre-camp profile</li> <li>• Expert instructors</li> <li>• Interactive sessions</li> <li>• Edutainment and networking</li> <li>• Tactical skill-usage plan</li> </ul>
<b>Who should attend?</b>	<ul style="list-style-type: none"> <li>▪ CEOs, Presidents, and Senior Leaders who want to enhance team effectiveness and collaboration</li> <li>▪ Managers and supervisors experiencing personality frustrations and resulting turnovers</li> <li>▪ Senior HR, Talent &amp; L&amp;D Leaders committed to building cohesive cultures</li> </ul>	<ul style="list-style-type: none"> <li>▪ Aspiring professionals who need to improve their usage of practical administrative skills</li> <li>▪ Middle-level managers and supervisors who need to boost their productivity and help others thrive through skill usage</li> </ul>
<b>Service Intervals</b>	<ul style="list-style-type: none"> <li>• 1 Day – Aspiring and Emerging content</li> <li>• 2 Day – All-level content</li> </ul>	<ul style="list-style-type: none"> <li>• 4 Hours – workshop</li> <li>• 1 Day – single skill development</li> <li>• 2 Day – dual skill development</li> </ul>
<b>Value-Added Benefits</b>	<ul style="list-style-type: none"> <li>• National cohort membership</li> <li>• Access to all former Bootcamp resources for three months</li> <li>• Added to search firm referral list</li> <li>• Opportunities for a webinar or podcast spotlight</li> <li>• Discounted access to future training events</li> </ul>	<ul style="list-style-type: none"> <li>• National cohort membership</li> <li>• Access to all former Symposia resources for three months</li> <li>• Ongoing contact with expert mentors</li> <li>• Discounted access to future training events</li> </ul>

	<ul style="list-style-type: none"><li>• Increased volunteerism for new projects</li></ul>	
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