



NPELRA & PRADCO Present:

Leading from the Middle

Middle managers are the connective tissue of every organization translating vision into action, aligning cross-functional teams, and driving results. *Leading from the Middle* is a dynamic leadership development program designed to equip mid-level leaders with the mindset, tools, and confidence to lead with strategic impact. Through a series of immersive, skill-building workshops, participants leverage a growth mindset, explore innovative approaches to leading others and navigating change. This program goes beyond operational management; it cultivates leaders who think boldly and communicate powerfully as purpose-driven leaders who influence across levels and shape the future of their organizations.

Learning Outcomes:

- Make confident, timely decisions using structured frameworks
- Communicate with clarity and influence across levels of the organization
- Foster innovation and creativity while guiding teams toward breakthrough solutions
- Confidently translate strategic vision into action by adapting leadership strategies to align organizational priorities, navigate complex environments, and achieve results
- Demonstrate compassionate leadership behaviors in high-stakes situations

PROGRAM OVERVIEW

The program features four 90-minute modules which are outlined below. Prior to the first workshop, participants will complete the PRADCO Quick View™ Leadership and Personal Styles assessments followed by a 90-minute group feedback session to help them better understand their results. Participants will also have a 60-minute 1:1 session with a PRADCO coach following Workshop 2 to work on an action plan.

Program Preparation and Kickoff – July 9, 2026 – 2:00-2:30pm ET

Participants will introduce themselves to the cohort and learn more about what to expect during the program. Individuals will complete the PRADCO Quick View™ Leadership Assessment and the PRADCO Personal Styles assessment following this session.

Group Assessment Feedback Session – July 23, 2026 – 1:00-2:30pm ET

Participants will review the results of their PRADCO Quick View™ Leadership Assessment and Personal Styles assessments. They will learn how the different behaviors measured present in their roles and where their individual strengths and developmental areas lie.

Workshop 1: Core Leadership – August 13, 2026 – 1:00-2:30pm ET

Participants discuss the core responsibilities of leading from the middle: guiding cross-functional teams, solving complex problems, communicating with influence, and shaping a high-performing culture. They explore key leadership behaviors like accountability, trust, and empathy, while applying them to workplace scenarios. The session also builds confidence in making timely, effective decisions.

Workshop 2: Connected Leadership – September 10, 2026 – 1:00-2:30pm ET

This workshop strengthens the communication, coaching, and collaboration skills middle managers need to lead with clarity and influence. Participants learn to craft messages that inspire action, create open feedback loops, and build trust through consistent, transparent leadership behaviors. This session also reinforces leader behaviors that fuel adaptability and shared purpose, enabling them to drive stronger organizational outcomes. An individual action planning session will occur following this workshop.

Workshop 3: Aligned Leadership – October 15, 2026 – 1:00-2:30pm ET

Participants learn to align team goals with organizational priorities, set clear expectations, and address performance issues with fairness and consistency. They strengthen their ability to navigate uncertainty by assessing risk, making informed choices, and sustaining momentum in fast-moving environments amid constant change.

Workshop 4: Adaptive Leadership – November 12, 2026 – 1:00-2:30pm ET

This session explores how to identify patterns and interdependencies across organizational systems and methods for challenging assumptions to spark innovative thinking. Participants learn to refine ideas to achieve the needed impact. Additionally, they will review how adaptive leadership helps teams stay focused and resilient during volatility, while blending empathy with decisive action to sustain morale and performance.

This program is for Public Sector leaders only. The cost for this program is \$2,300/participant for NPELRA members or \$2,950/participant for non-NPELRA members. Registration deadline is June 26, 2026. For more information or to register, contact Joe Lubin at (330) 241-9111 or jlubin@pradco.com.

