

OVERVIEW

At AustinCSI, we are actively developing tomorrow's Socially Responsible Leaders. The Emerging Leaders Program focuses on providing young professionals with training, mentoring, experience, and career development opportunities which establishes a solid foundation for their future success.



Year 1: Analyst

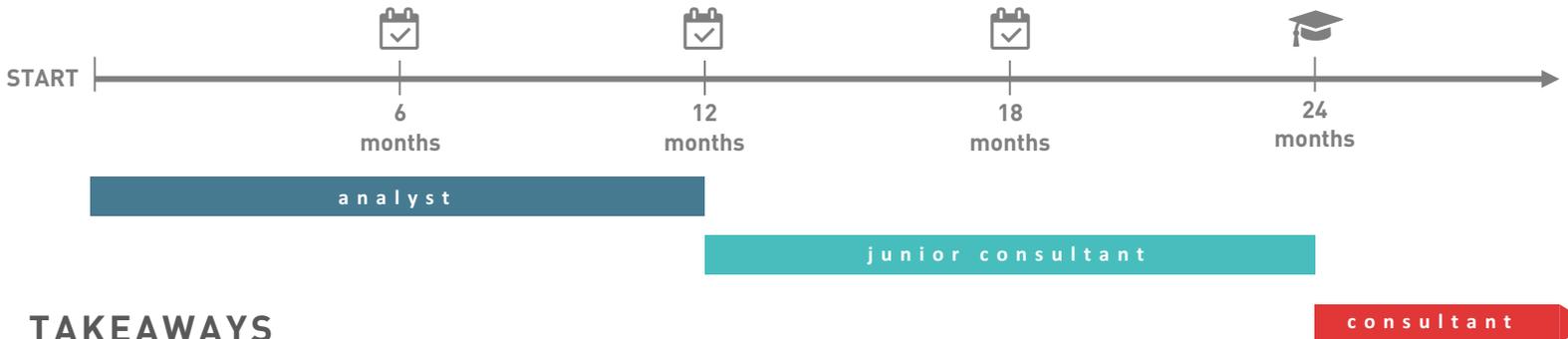
Analysts will be introduced to the program, and will be provided the necessary mentorship to learn the hard and soft skills of their role as a consultant.

Year 2: Junior Consultant

During the second year of the program, ELs will become more comfortable within both their client role and throughout the firm. ELs will have the opportunity build their leadership skills and give back to the program.

EL JOURNEY

ELs will start the program as an Analyst with the goal of becoming a Junior Consultant at their one year anniversary. They will have evaluations with leadership every six months in order to assess their growth and map out their journey throughout the program.



TAKEAWAYS

The EL program will be centered around the seven core assets from Tony Wagner's *Global Achievement Gap* as shown below. ELs will read the book and participate in training courses every 6 months in order to gain the skills needed to succeed in their career.

7 Assets

Agility and Adaptability

Be able to think on the fly, be flexible, be adaptive, and leverage a variety of tools to solve new problems.

Initiative and Entrepreneurialism

Knowledge workers who are self-directed people that can find creative solutions. Achievement oriented and have a drive for results.

Curiosity and Imagination

Leaders with a burning curiosity, a lively imagination, and can engage others empathetically. Don't take things at face value.

Critical Thinking and Problem Solving

Ask good questions.
Engage in good discussion.
Work well with others. Think outside the box.

Effective Oral and Written Communication

Create focus, energy, and passion around points made.
Speak with a "real voice."
Communicate clearly.

Accessing and Analyzing Information

Seek and analyze information from multiple sources to discern new challenges and opportunities.

Collaboration and Leadership

Lead by influence rather than authority. Display leadership as "team contributors."