

TORCH

Leadership Development Experience

discover • influence • develop
• Transition • change • build
connect • learn • navigate
encourage • Optimization
aspire • communicate • win
• Resilience • overcome • sustain
grow • align • lead • focus
nect • transform • Cohort •
engage • listen • unite • learn
• High-impact • inspire • unite
build • support • connect
create • focus • win • grow

This is TORCH

Ensure a successful leadership transition with our comprehensive development experience for next-generation successors.



Transition

Leadership transitions create significant changes for the entire organization. TORCH equips rising leaders with the capacity to lead change, honor the past, and inspire the future.

Optimization

The succession process is complex and can often be overwhelming. TORCH supports rising leaders by optimizing their ability to navigate their expanded role, enhancing their relational and communication skills, and increasing their ability to build engagement, shape culture, and think strategically.

Resilience

Leadership demands resilience. TORCH helps to instill the practices, mindset, and confidence needed to overcome obstacles, move past adversity, and deliver sustainable results.

Cohort

Exceptional leaders develop networks that foster growth, celebrate wins, navigate losses, and support them in between. In partnership with Wake Forest University's Center for Private Business, TORCH includes a formal forum chartering process, allowing the rising leader the opportunity to be surrounded by a group of their peers for decades to come.

High-Impact

Many leadership development experiences are based on a simple, quick-fix program. TORCH, created with input from Truist's Center for Family Legacy and informed by Truist Leadership Institute's 65 years of experience, is a year-long journey designed to deliver transformational impact for rising leaders.



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Leadership Development Experience



**Over the next 3 decades,
how much revenue could
your organization generate?**



**During that time, how much
profit is at stake?**

Ensure that your rising leader will have the leadership skills they will need to deliver on these opportunities. TORCH will help them enhance their capacity in:

- Self-awareness
- Interpersonal communication and relationships
- Strategic thinking
- Decision-making
- Complex problem-solving
- Leading change
- Improving engagement
- Maintaining and expanding culture
- Delivering sustainable results

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Leadership Development Experience



Who it's for

Rising leaders who have recently moved into an executive leadership role—or are preparing to do so within the next 1 to 3 years. (Minimum of 10 years of experience is suggested.)

How it works

Participants are placed in a cohort of 8 to 12 other rising leaders. The 12 to 15 month process includes personalized attention via small classes, one-on-one coaching, individual assessments, and the creation of a formal long-term peer network.

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Leadership Development Experience



The value

Rising leaders often know the business, but rarely are they equipped for the expanded scope of leadership. TORCH offers the value of preparation. Leaders receive the skills and long-term peer network to move your organization forward.

The ROI

Leadership transition is a test of survival for many organizations. TORCH provides the leadership capacities necessary for incoming leaders to navigate the succession journey, drive future revenue, and deliver long-term results for decades to come.

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Leadership Development Experience



The commitment

Approximately 15 days of time, spread over 12 to 15 months, including:

- Mastering Leadership Dynamics and Forum Chartering: 5 days on campus
- Leading Culture, Change, and Engagement: 3 days on campus
- Strategic Thinking in a Complex World: 3 days on campus
- 10 hours of live online group sessions
- 18 hourly sessions of one-on-one executive coaching

When to enroll

Registration opens in early October of 2023. Space will be limited to the first 12 participants who enroll.

Connect with your Truist Wealth Advisor, your relationship manager, or a [Truist Leadership Institute Business Advisor](#).



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Leadership Development Experience

Embrace the next step in your leadership journey by **developing** a deeper understanding of yourself, **connecting** authentically with others, and **building** your own legacy with purpose.

Program overview

Truist Leadership Institute presents our new TORCH Leadership Development Experience.

TORCH Leadership Development Experience is designed to prepare next-generation successors who have recently moved into an executive leadership role—or are preparing to do so in the next 1 to 3 years. Tailored to meet the unique needs, challenges, and pressures that rising leaders will encounter, this cohort will gain the skills, insights, and support they need to maximize their leadership impact and move their organization forward into the next era.

Duration: 12-15 months consisting of 3 on-campus programs, live online cohort sessions, self-paced assignments, and 18 individual executive coaching sessions

Cohort size: 8-12 leaders

Learning goals

- Increase personal and organizational leadership impact
- Optimize leadership transition process for continued stability and growth of the organization
- Establish a peer group of individual family business successors to act as a board of advisors for decades to come

Location: [Truist Leadership Institute campus](#) and live online

Price: \$55,000 per participant

Price includes: Program assessments, overnight accommodations, and all breakfasts and lunches while on campus



Program Timeline

Q1

90-minute virtual orientation

Participants meet their Truist Leadership Institute executive consultants and cohort for a program and assessment overview.

Mastering Leadership Dynamics™

Participants increase capabilities proven for success such as self-awareness, resilience, and communication.

Forum Chartering

In partnership with Wake Forest University's Center for Private Business, we will create a forum group for the cohort, allowing for a lasting, long-term network.

Q2

Powerful Conversations for Growth: Part 1 (Live Online)

Sessions are tailored to address the group's unique discoveries and include a cohort forum meeting.

Executive coaching

Through the coaching relationship, participants will develop deeper self-awareness, practice new skills, and receive personalized guidance.

Q3

Leading Culture, Change, and Engagement

Participants develop an understanding of their direct impact on the areas of program focus and how each influences the others. Programming includes cohort forum meeting.

18 coaching sessions are to be used over a maximum of 15 months from the start of Mastering Leadership Dynamics™. We recommend twice per month for the first 6 months and once per month for the remaining 6 months. The coach and the participant can determine the cadence and may include joint sessions with the participant and their manager.

Q4

Powerful Conversations for Growth: Part 2 (Live Online)

Continued discussions on the cohort's unique discoveries; includes a cohort forum meeting.

Q5

Strategic Thinking in a Complex World

Participants identify a real-time, complex problem and turn challenges into opportunities by working to develop an action plan with program tools and concepts. Programming includes cohort forum meeting.



Mastering Leadership Dynamics™

Level up your leadership performance with our **flagship program**. Uncover how your **beliefs** influence your **behaviors** and impact your **results**.

Program overview

Mastering Leadership Dynamics™ enables leaders to establish a deeper awareness of the factors that form the individual, and how these guide decision making, interactions, and leadership approach. Leaders will increase capabilities proven for success such as resilience, self-awareness, and communication.

Duration: 4 days on site, with self-paced and live online activities

Location: [Truist Leadership Institute](#)

Learning goals

- Improve your ability to increase optimism and overcome obstacles in the face of difficult business situations.
- Increase your awareness of emotional and behavioral patterns as they relate to your leadership effectiveness.
- Strengthen your understanding of your personality and its impact on others.
- Gain proven leadership strategies for success versus relying on a leadership style.
- Learn communication strategies for understanding, resolving, and growing from conflict.
- Heighten your ability to form and maintain critical internal and external relationships.
- Develop a purpose statement that serves as a guiding factor in your leadership approach.
- Create an actionable plan for achieving identified leadership objectives and gain a process for addressing future leadership challenges.

“Life changing. It was the single best experience I have had in the last 20 years. This has made me refocus, reengage, and analyze every aspect of my life.”

– Mastering Leadership Dynamics™ Participant



Powerful Conversations for Growth

Boost your **leadership effectiveness** with a facilitated session tailored to align with the cohort's **unique development journey**.

Program Overview

Creating impact as a leader takes more than knowing what to do. In this live online dialogue, you'll engage with your cohort to individually and collectively make progress toward better leadership outcomes.

Duration: 2 hours

Location: Live online

Learning Goals

- Review application of key discoveries and concepts.
- Recognize successes in changed beliefs and behaviors.
- Strengthen peer accountability and support.

“I quickly developed an understanding for intentional listening and body language cues, and how to navigate these in a hybrid setting.”

– Program Participant



Leading Culture, Change, and Engagement

Lead your organization in the three key areas of **culture** development, managing **change**, and employee **engagement**.

Program overview

Building and maintaining culture, leading change, and enhancing engagement can be three of the most challenging elements of leadership.

Leading Culture, Change, and Engagement supports leaders' understanding of their direct impact on each focus area and how these areas influence one another. Leaders will gain an understanding of key models and concepts to guide their organization through change and achieve an engaged, high-performance culture.

Duration: 3 days

Location: [Truist Leadership Institute](#)

Learning goals

- Discover the key drivers of employee engagement to connect organizational performance to a highly engaged workforce.
- Assess your current organizational culture to identify areas of opportunity to achieve and sustain results.
- Explore the dynamics of personal and organizational change to accelerate your change leadership ability and effectiveness.
- Create a plan to target gaps and leverage strengths.

“ Leading Culture, Change, and Engagement is a course every leader should take to better understand possible blind spots, ensure your team is optimally performing, and feel a sense of purpose in their organization. ”

– Leading Culture, Change, and Engagement Participant



Strategic Thinking in a Complex World

Apply strategic thinking to **create economic and social value** for your organization.

Program overview

Strategic thinking is a cornerstone of organizational excellence and has been linked to effective strategic change and renewal, organizational innovation, and opportunity recognition. Strategic Thinking in a Complex World expands leaders' capacity by providing the tools for complex problem-solving, interdependent perspectives, and decision-making. Leaders will develop an understanding for the cognitive biases that derail strategic thinking and limit opportunities for organizational growth.

Leaders will define a real-time, complex problem their organization is facing, apply these tools, develop an action plan with the support from Truist Leadership Institute's Executive Consultant, and reflect on key components for execution of your action plan.

Duration: 3 days

Location: [Truist Leadership Institute](#)

Learning goals

- Explore strategic thinking and its three capacities.
- Distinguish between fast and slow thinking and how the mind works.
- Experiment with biases that derail strategic thinking.
- Apply strategic thinking to real-world problems through interactive experiences.
- Identify and leverage the critical enablers and derailers of the change journey.

“We want to help next-generation successors be able to solve complex problems, make strategically sound decisions, and turn their challenges into opportunities.”

– Will Sutton, president and director, Truist Leadership Institute



Executive Coaching

Partner with an executive coach to design an experience that is **unique to your leadership journey**.

Overview

Executive coaching empowers leaders to achieve new heights of personal and organizational success.

Executive coaching pairs individual leaders with a dedicated leadership expert for a tailored coaching experience. The leadership coach will customize a development strategy by incorporating assessments and integrating leadership models, recommended reading, self-observation exercises, and behavior practices into sessions. Through the coaching relationship, the leader will develop deeper self-awareness, practice new skills, and receive personalized guidance.

Duration: 60-minute session 2x per month for the first 6 months, and 1x per month for the remaining 6 months

*Coaching sessions expire 15 months from the start date of Mastering Leadership Dynamics™ program.

Location: Live online

Includes: Introductory and closing check-in with executive's manager

Coaching methodology

- All coaching relationships are governed by International Coaching Federation (ICF) Code of Ethics and professional competencies.
- After the overall coaching goals are established, each coaching session will focus on the specific goals and outcomes for that session.
- Self-guided exercises and activities may be provided for ongoing development between coaching sessions.
- Periodic feedback from a sponsoring manager can be integrated into the development strategy.

“ The engagement with my coach and the Truist Leadership Institute was one of the most productive investments of my career. ”

– Executive Coaching Participant



Truist
Leadership
Institute



Who we are

Truist Leadership Institute partners with you to develop your leaders, unite your teams, and grow your organization. For more than 65 years, our evidence-based approach has helped leaders become more intentional in their behaviors, become more connected in their relationships, and create high-performing cultures that deliver sustainable results.

Our purpose is to inspire and build better lives and communities through leadership. Our solutions are designed to deliver on this through our work with Truist teammates, Truist clients, and our philanthropic work with community partners.

We hope to collaborate with you to develop leaders who will solve today's challenges and create tomorrow's opportunities.



Our campus

Surrounded by panoramic views of tranquil scenery, our campus was designed to become a part of the leadership development experience. It is a seamless extension of our programming, allowing individuals and teams to immerse themselves in a space that inspires growth, connection, and collaboration.

Located in Greensboro, North Carolina, our LEED Certified campus includes luxury guest rooms, an on-site bistro, a fitness center, and innovative learning spaces.



Visit the [TORCH site](#)



Stay connected with
Truist Leadership Institute

LinkedIn

<https://www.linkedin.com/company/truistleadershipinstitute>

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Additional information

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7807 Airport Center Drive
Greensboro, NC 27409

We're open 24 hours Monday – Thursday,
with the following weekend hours:

Friday: 8 am – 5 pm

Saturday: Closed

Sunday: 3 pm to midnight

Our campus is located 6.6 miles from
PTI Airport.