

Overview

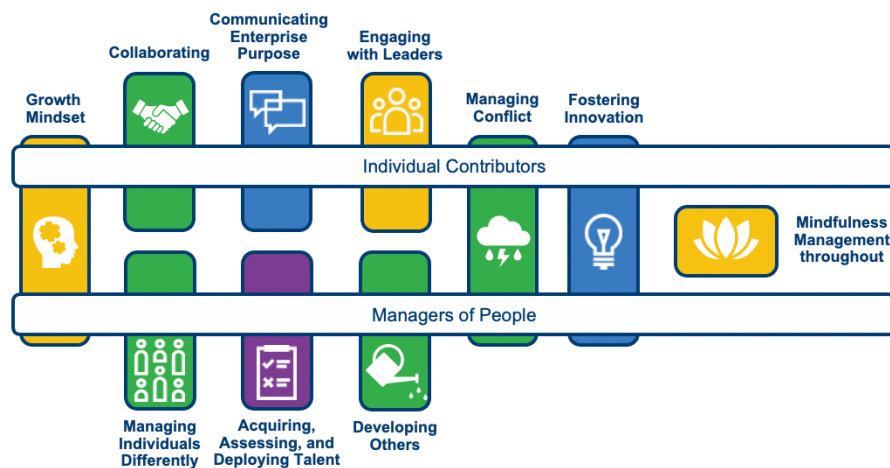
Emerging Leaders is a fully virtual experience that supports high-potential, high-performing people managers and individual contributors in taking the next step of their leadership journeys.

Participants are grounded in foundational practices like growth mindset, and also develop through track-specific content based on their role (individual contributor or people manager). Components may include: self-paced microlearning; small cohort group collaboration, reflection, and application; and experience-wide virtual sessions with enterprise leaders.

Participant Outcomes (What's in it for me?)

- Broaden their perspectives on getting work done
- Expand their leadership shadow
- Grow their ability to influence
- Practice intentional reflection and mindfulness
- Be challenged to think and work differently
- Build a supportive network of peers across UnitedHealth Group, Optum, and UnitedHealthcare

Program Structure



Quick Facts

Eligibility:

- **Role:** High-performing people managers and individual contributors
- **Best suited for Salary Grade:** 27, 28, 87, 88
- High-performer with performance rating of 4 or 5

Program Logistics:

- **Time Commitment:** 2-3 hours/week
- **Duration:** January-May (20 weeks)
- One cohort, Q1/Q2, of 1,700-2,000 participants
- **Cost:** Centrally funded, no cost to the business

CLL Roles:

- Produce Results
- Build Teams

For more information contact:
Emerging_Leader@uhg.com

CLL Practice Domains (Key for Colors)

Leading Myself

Managing People

Setting Direction

Managing the Work