

Biotech Emerging Leaders Development

For more information contact Mike Baldwin at mabaldwin3@madisoncollege.edu

The next generation of leaders is already here - but are they ready to lead? The **Biotech Emerging Leaders Program** gives rising and existing leadership professionals the skills and confidence to take on these critical roles and make a sustained impact within the industry.

1 Madison College is developing a WAT grant-funded program to develop



Key leadership behaviors



The ability to lead people & processes most effectively



The competence to support the growth of the industry with and thru people

2 How the WAT Grant Works



Grant covers 50% of training costs: your organization pays remaining expenses



No direct costs to employees: no tuition, books, or supplies



Customized scheduling: we work with your operations & priorities



Madison College handles: grant writing, administration, reporting

3 Partner Requirements



Participants must be incumbent workers (currently employed)



Your organization commits to paying remaining costs



Willingness to provide input on program development and impact data for grant narrative

4 Expected Outcomes and Measurable Results



Professional development of high-performers and high-potential employees



Increased retention of key performers with promotional opportunities



Increased employee engagement, accountability and empowerment



Enhancement of workplace efficiency and process flows

We're seeking employer partners by **March 18th, 2026**. To express your interest contact **Mike Baldwin at mabaldwin3@madisoncollege.edu**

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The Program: Biotech Emerging Leaders

A real-time experiential, competency-based training program delivered in 6–8 week cohorts, customized to your organization's needs and operational schedule, addressing key leadership competencies:



Essentials of Leadership

Being accountable to and applying the practical behaviors and knowledge to leading people and processes



Effective Communication

Sharing and maintaining an articulated on-going dialogue that supports understanding and collaboration



Emotional Intelligence

Identification and practice of emotional self & social awareness while engaging in the management of relationships



Navigating Conflict

Applying strategic and tactical approaches to managing challenges



Coaching for Performance

Maintaining accountability & manage to expectations and goals

Why should we 'grow' leaders...

As the industry continues to expand and move ever-faster to meet demand, the need to remain agile and lead people with the right skills, in the right place, at the right time, grows exponentially.



Invest in career development, preparing individuals to champion the 'next' product/service advancements within the industry



Focus on succession planning and the future leaders of the organization, creating a talent pipeline to lead people and organizational growth



Recognize high-performers and lead roles as valued contributors to organizational successes now and into the future



Address employee engagement, retention and overall satisfaction with roles, culture & value to org

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