

## **Our Flagship Program (CLEAR Leadership Certification™) - FAQ**

### **Program Overview**

#### **What is the CLEAR Leadership Certification™?**

The CLEAR Leadership Certification™ is a structured leadership development program designed to strengthen leadership capability, improve communication, and build high-performing teams through practical learning and applied leadership development.

#### **Who is the program designed for?**

The program is designed for emerging leaders, managers, supervisors, high-potential employees, and senior leaders. It is also ideal for organizations seeking to strengthen leadership pipelines and create consistent leadership practices across teams.

#### **What does the program include?**

The program includes eight leadership development modules, interactive exercises, case studies, practical leadership tools, and a leadership capstone project that allows participants to apply the learning to real workplace challenges.

#### **What are the eight modules?**

The CLEAR program includes:

- Foundations of Leadership
- Self-Awareness & Emotional Intelligence
- Communication & Influence
- Team Leadership
- Decision-Making & Ethics
- Change Management
- Coaching & Mentoring
- Strategic Thinking

#### **How is the program delivered?**

The CLEAR Leadership Certification™ can be delivered through facilitator-led cohorts, enterprise programs, self-paced certification pathways, or hybrid models depending on organizational needs.

#### **How long does the program take?**

Program length varies by format. Facilitator-led cohorts typically run for 6 to 12 weeks, while self-paced options offer more flexibility.

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## **Certification & Participation**

### **What is the leadership capstone?**

The capstone is a practical leadership project where participants apply program learning to a real challenge in their organization or leadership role.

### **How do participants earn certification?**

Participants earn certification by completing all required modules, participating in the learning process, completing the leadership capstone, and demonstrating leadership competency.

### **Does participation guarantee certification?**

No. Certification is awarded based on successful completion of all program requirements and demonstrated application of learning.

### **Can individuals enroll in the program?**

Yes. Depending on availability, individuals may enroll in facilitator-led cohorts or self-paced certification pathways.

### **Is the certification suitable for organizations?**

Yes. CLEAR is designed for both individual leadership growth and organizational leadership development initiatives.

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## **Organizational Solutions**

### **Can the program be customized for organizations?**

Yes. CLEAR can be tailored to align with organizational priorities, leadership challenges, industry context, and desired outcomes.

### **What outcomes can organizations expect?**

Organizations often use CLEAR to strengthen leadership capability, improve communication, increase accountability, build stronger teams, and support leadership pipeline development.

### **Do you offer enterprise licensing?**

Yes. Organizations can license the CLEAR Leadership Certification™ as part of an internal leadership development strategy.

### **Can CLEAR support different leadership levels?**

Yes. The program can be used with emerging leaders, managers, mid-level leaders, and senior leadership teams.

### **Is CLEAR only a training program?**

No. CLEAR is positioned as a leadership certification program focused on applied learning, measurable leadership growth, and organizational impact.

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## **Getting Started**

### **How do we get started with CLEAR?**

Organizations can get started by completing a service request form, scheduling a consultation, or contacting CLEAR directly to discuss leadership development goals.

### **What information should organizations prepare before reaching out?**

It is helpful to know your leadership development goals, target participant group, preferred delivery format, estimated number of participants, and desired timeline.

### **Can we schedule a consultation before committing?**

Yes. CLEAR offers consultations to better understand your organization's leadership needs and recommend the best-fit approach.

### **How can we contact CLEAR?**

You can contact CLEAR through the website contact form or by emailing [\*\*solutions@veronicamccurdyconsulting.com\*\*](mailto:solutions@veronicamccurdyconsulting.com)