

K E N N E B E C  
**LEADERSHIP**  
I N S T I T U T E

*Building tomorrow's leaders for the Kennebec Valley*



*A Kennebec Valley Chamber of  
Commerce Program*



2026  
Program  
Overview

Special thanks to the 2026 Kennebec Leadership Institute Program Sponsors:



The Kennebec Leadership Institute training program and all supporting materials were created in 2018 by Vaillancourt Corporate Training LLC for exclusive use by the Kennebec Valley Chamber of Commerce. Materials were revised in 2020, 2021 & 2022 by Synchrony Point Coaching & Consulting. Revised in 2023, 2024 2025 & 2026 by MPowered, LLC.

## Why focus on building leaders?

*The Kennebec Valley needs talented leaders for the future*

We live and work in complex times. Our success as a community depends on the skill, commitment, and imagination of our future leaders. The Kennebec Valley needs well-rounded professionals – equipped with practical leadership tools and resources – to set the direction for our future. The impact of those leaders will be even greater if they connect through strong community and professional networks. We have the people we need right here in the Kennebec Valley. It is our mission to find and nurture them through the Kennebec Leadership Institute.

## What is the Kennebec Leadership Institute?

*KLI is the longest running leadership program in the state of Maine*

The goal of the Kennebec Leadership Institute (KLI) is to ensure a continuing flow of able, committed, and resourceful leaders to serve our communities. As the oldest leadership program in the state, KLI draws prospective leaders from a wide cross-section of businesses, organizations, and the community at large. Its purpose is to inspire these promising individuals to work more effectively within their own spheres of influence while expanding their civic and community participation. The program is designed to:

- Promote the development of critical skills needed by future leaders through interactive workshops, assignments, and community interaction
- Build the motivation of participants to assume responsible leadership positions in business, civic and community organizations in the Kennebec Valley
- Build awareness among future leaders of the diversity, strengths, resources and concerns of the Kennebec Valley
- Establish a network of capable, committed leaders ready to take on new challenges and opportunities in the ever-changing business and community life of Kennebec Valley

KLI seeks to foster a network of leaders who are committed to understanding and improving the Kennebec Valley. Past graduates have successfully run for office, gained promotion in their companies, served on boards of directors throughout the community, started their own business in the community and chaired a myriad of civic and community groups.



## Who should participate?

*Over 700 alumni have already benefited from KLI*

The Kennebec Leadership Institute is open to individuals with an interest in leadership growth, community engagement, and professional development. Applicants do not need to currently hold a leadership position. The only requirement is a sincere commitment from both the participant and employer to building skills and knowledge, while becoming a more active and informed contributor to the future of the Kennebec Valley and beyond.

*Participants must commit to participating in and completing all program requirements during the 14-week program including:*

- **Leadership Skills Building**

- 8 half-day skill-building workshops
- Completion of all pre-workshop assignments
- Completion of all post-workshop assignments and activities
- Participation in a private Facebook group with classmates
- Developing and delivering a graduation presentation with other KLI participants

*“Beyond the curriculum, the most meaningful takeaway was the relationships I made that continue to support and inspire me after the program ended*

*Linsey Gervais, Class XXIV*

- **Kennebec Valley Community Knowledge Building and Networking**

- **4 scheduled community panel events**  
This will be a mix of panel discussions and guest speakers to learn about important community issues. Panelists and presenters will be top business and community leaders, focused on such topics as economic development, education, state and local government, community engagement, civic and cultural organizations, and the future of the region.
- **2 Kennebec Valley Chamber of Commerce events**  
Participants will select from monthly events such as: Business After Hours, Chamber Connections, Women’s Network Luncheon or a CYNERGY event. Participants can also choose to volunteer at the KLI Golf Tournament or the KLI Alumni Event.

- **Giving Back to the Community – Service Project**

- Participation in a class service project. This project will be planned and organized by the class and will represent KLI and the Kennebec Valley Chamber of Commerce.
- Participation in a class service project. This project will be planned and organized by the class and will represent KLI and the Kennebec Valley Chamber of Commerce.

## What role does the participant's manager play?

*A manager's support and coaching are the key to employee growth*

The research is clear: the number one success factor in building an employee's skills is the involvement of the direct supervisor. This is especially true when the employee participates in a formal offsite training program. Skills building does not *end* in the classroom – it begins there. That's why the Kennebec Leadership Institute offers a unique feature that most programs do not: easy-to-use coaching guides for the participant's direct manager to use both before and after an employee attends a workshop.

### Why does this guidance matter?

- For the participant
  - Increased motivation and commitment
  - Better retention and understanding of the skills learned in class
  - Increased likelihood that the participant will use what was learned
- For the manager (and the participant's organization)
  - Valuable insight into the participant's character, skills, work ethic and potential
  - More skilled employees
  - Better coaching and communication skills for the manager
  - Better employee retention – employees who feel invested in are more likely to stay with their organization

### What will the participant's manager do?

Managers will receive a Coaching Guide for each workshop. Here is what the participant's direct manager, supervisor or coach is expected to do to make sure the employee gets the full benefit of the program:

- ✓ Before each leadership skill building workshop, have a quick but targeted conversation with the employee to discuss expectations and possible skills gaps. Managers will receive a step-by-step coaching guide for this conversation. Make sure the employee has completed all pre-workshop activities.
- ✓ After each workshop, debrief the participant on what he or she learned and how he or she intends to put this learning into action. Coach and encourage the employee as she or he practices these new skills!

## 2026 Program Content & Schedule

Wk	Dates		Session Topic	Other Activities
1	September 1 <sup>st</sup> 8:30am-5:00 pm <b>Workshop</b>		<b>Program Kick-Off; Emotional Intelligence; Growth Mindset, Self-Awareness; Networking</b> KVCC Office, 105 2nd St Suite 1B, Hallowell	<p><b>Participate in Kennebec Valley Chamber events. Each event is offered monthly.</b></p> <p><b>Select 2 to Attend:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Business After Hours</li> <li><input type="checkbox"/> Chamber Connections</li> <li><input type="checkbox"/> Women’s Network Lunch</li> <li><input type="checkbox"/> Cynergy Event</li> </ul> <p style="text-align: center;"><b>or</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> 1 Chamber event and Volunteer at the KLI Golf Tournament 9/14/2026</li> </ul> <p style="text-align: center;"><b>or</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> 1 Chamber event and Volunteer at KLI Alumni Event 10/28/2026</li> </ul> <p><i>Please note that times differ for some sessions.</i></p>
2	September 8 <sup>th</sup> 12:00pm-5:00pm <b>Workshop</b>		<b>Leadership Presence, Building Trust; Effective Feedback;</b> KVCC Office, 105 2nd St Suite 1B, Hallowell	
3	September 15 <sup>th</sup> 8:30am-12:00pm <b>Panel</b>		<b>Community Panel - Government; KLI Peer Learning Forum; Community Service Project Planning</b> KVCC Office, 105 2nd St Suite 1B, Hallowell	
4	September 22 <sup>nd</sup> 12:00pm-6:00pm <b>Workshop</b>		<b>Running Effective Meetings; Communication Skills; Positive Team Environment, Community Service Planning Session, Guest Leader &amp; Social</b> KVCC Office, 105 2nd St Suite 1B, Hallowell	
5	September 29 <sup>th</sup> 12:00pm-5:00pm <b>Workshop</b>		<b>Presentation Skills Pt. 1</b> KVCC Office, 105 2nd St Suite 1B, Hallowell	
6	October 6 <sup>th</sup> 12:00pm-5:00pm <b>Workshop</b>		<b>Presentation Skills Pt. 2; Intro to Graduation Presentation</b> KVCC Office, 105 2nd St Suite 1B, Hallowell	
7	October 13 <sup>th</sup> 8:30am-12:00pm <b>Panel</b>		<b>Community Panel - Education; KLI Peer Learning Forum Group Planning and Work Time</b> KVCC Office, 105 2nd St Suite 1B, Hallowell	
8	October 20 <sup>th</sup> 8:30am-5:00pm <b>Panel</b>		<b>Community Panel – Community Service; Community Service Project with Your KLI Class</b> KVCC Office, 105 2nd St Suite 1B, Hallowell	
9	October 27 <sup>th</sup> 12:00pm–5:00pm <b>Workshop</b>		<b>Personal Brand and Professional Presence. Guest Leader</b> KVCC Office, 105 2nd St Suite 1B, Hallowell <b>*CLASS HEADSHOTS</b>	
10	November 3 <sup>rd</sup> 12:00pm-5:00pm <b>Workshop</b>		<b>Managing Conflict; The Art of Influence; Guest Leader</b> KVCC Office, 105 2nd St Suite 1B, Hallowell <b>*CLASS HEADSHOTS – MAKE UP DATE</b>	
11	November 10 <sup>th</sup> 8:30am-12:00pm <b>Panel</b>		<b>Community Panel – Manufacturing &amp; Distribution KLI Peer Learning Forum; Group Planning and Work Time</b> KVCC Office, 105 2nd St Suite 1B, Hallowell	
12	November 17 <sup>th</sup> 8:30am-4:30pm <b>Workshop</b>		<b>Delegation; Mentoring/Coaching and Graduation Prep</b> KVCC Office, 105 2nd St Suite 1B, Hallowell	
13	December 1 <sup>st</sup> 8:30am-12:00pm <b>Panel</b>		<b>Community Panel – Economic Development Panel; KLI Peer Learning Forum; Graduation Prep</b> KVCC Office, 105 2nd St Suite 1B, Hallowell	
14	December 7 <sup>th</sup> 5:00-7:00pm		<b>Graduation – Graduation Presentation</b> Augusta Civic Center – 76 Community Dr. Augusta, ME	