



FPFA's
**Emerging
LEADERS**

BE THE LEADERS OF TOMORROW

A 6-Month Hybrid Leadership Development Experience • May - November 2026

Designed specifically for the food production industry, the FPFA Emerging Leaders Program gives you the tools, coaching, and community to step confidently into a management role.









WHAT YOU'LL LEARN

The program is structured around four core sessions, each building on the last — combining in-person retreats, virtual workshops, and group coaching to create a complete leadership development journey.

- SESSION 1** **Managing from the Inside Out** | June 15–16, 2026 | *Chicago, IL*
Self-awareness, values, and everyday leadership skills
 Using Gallup CliftonStrengths and VIA Character Strengths results, you'll uncover your core values, working style, and personal strengths. Co-create a personalized Leadership Development Plan that guides your growth throughout the program.
- SESSION 2** **Coaching for Performance** | July 30, 2026 | 12:00 pm - 2:00 pm EDT | *Virtual*
Developing coaching capability to unlock team performance
 Learn to build genuine trust with your team, ask the questions that unlock potential, and apply the proven GROW model to drive accountability. You'll leave with a coaching conversation framework you can use the very next day.
- SESSION 3** **The Impact of Effective Communication** | September 10, 2026 | 12:00 pm - 2:00 pm EDT | *Virtual*
Communicating with confidence across styles, channels, and conversations
 Explore how your social style shows up across email, phone, and in-person interactions. Practice delivering feedback using Radical Candour and SBI frameworks — honest, caring, and constructive.
- SESSION 4** **Journey's Summit — Leadership Capstone** | November 4-6, 2026 | *Lexington, KY*
Celebrating growth, consolidating learning, and launching alumni connections
 Present your leadership journey to the cohort, finalize your personal development plan, and connect with FPFA board members and senior industry leaders at *Cultivate: Leadership Growth Lab*. It's not just a graduation — it's a launchpad.

WHAT YOU'LL LEAVE WITH

-  **Gallup CliftonStrengths Profile**
 A deep understanding of your top strengths and how to leverage them as a leader across every management situation.
-  **Personal Development Action Plan**
 A clear, actionable roadmap co-created with your facilitator and cohort — your guide to continued leadership growth after the program ends.
-  **Communication & Feedback Toolkit**
 Practical frameworks including GROW, SBI, and Radical Candour that you can apply in your workplace immediately.
-  **A Trusted Cohort of 14 Peers**
 Fellow emerging leaders from across the food production industry who share your career stage, your challenges, and your ambitions.
-  **FPFA Connect Community Access**
 24/7/365 ongoing peer engagement and alumni support through FPFA's community platform — because the learning doesn't stop in November.
-  **Cultivate Conference Registration**
 Full access to FPFA's *Cultivate: Leadership Growth Lab* in Lexington, KY. You'll connect and present at this senior industry event alongside the industry's next generation.

Apply at fpsa.org/emerging-leaders

Deadline: April 17, 2026 | FPFA Foundation scholarships available

FPFA's Emerging Leaders Program

info@fpsa.org • 703-761-2600



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GROUP COACHING & PEER COMMUNITY

Between formal sessions, participants engage in three group coaching sessions — structured "Reflect & Refine" conversations that embed learning in real-world scenarios. All participants also gain access to the FPSA Connect online community, where cohort members share experiences, post reflections, and continue building relationships that extend far beyond the program.

**COHORT
SIZE**
15 participants
(max)

YOUR FACILITATORS



Emma Hossack

In-Person Sessions

ICF-accredited Executive Coach and facilitator with 10+ years' experience. Emotional Intelligence and Master Resilience practitioner with cross-sector expertise in FMCG and healthcare. Leads the Chicago Kickoff and Lexington Closing Summit.



Beth Stacey

Virtual Sessions

Highly experienced coach and trainer, former founder of a global capability consultancy. ICF-accredited coach and NLP Master Practitioner known for transforming individuals, teams, and organizations through high-impact leadership development.

Emma and Beth regularly co-facilitate programs in this split format and share session insights after every touchpoint to ensure a seamless, connected experience across all sessions.

PROGRAM DETAILS & INVESTMENT

Application Window: **March 9 – April 17, 2026**

Cohort Notification	FPSA Member Investment	Non-Member Investment
May 4, 2026	\$3,200	\$3,700

ELIGIBILITY REQUIREMENTS

Applicants must have a minimum of 5 years of professional experience in the food production industry, and be either aspiring to transition into a management role or currently in a people management role within their first two years. Organizational support — including schedule flexibility for in-person events and virtual sessions — is required, along with a letter of recommendation from a direct supervisor or senior leader.

SCHOLARSHIP COVERAGE

Five full scholarships are available for qualifying FPSA member company participants, covering: full program tuition (\$3,200 value), up to \$1,400 in flight reimbursement (\$700 per in-person event), hotel accommodations for both in-person events (2 nights Chicago + 3 nights Lexington), and Cultivate Conference registration (\$995 value). Scholarship consideration is entirely separate from admissions review.

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