



ASCEND

Level 2 GCAP: The Geoprofessional Career Ascent Program

Part of GBA's Career Continuum - a class for every career stage

Geoprofessionals who have been identified by their senior leaders as ready to transition from pre-professional work to project, people, and/or client management can use this class—**designed by and for geoprofessionals** and their unique professional responsibilities—to elevate quickly to the role of manager.



Participant-centered training

Learners are active contributors rather than passive listeners, resulting in practical, actionable learning that encourages immediate application and continued growth.



12 live, virtual sessions

75-minute sessions are held weekly for 12 weeks. Each session is developed and led by an industry veteran subject matter expert and facilitated by an adult-learning specialist.



One-on-one coaching sessions

Meetings with the class facilitator help participants reflect on how they are applying lessons and explore additional strategies for growth.

Topics Covered

Understanding Personality Styles

Execution

Time Management

Delegation

How to Train

Managing Conflict

Growth Mindset

Emotional Intelligence

Giving and Receiving Feedback

Client Management Skills

Listening Skills

Curriculum

Limited to 24
Participants per Class

Ascend Class

The Colleague, The Contractor, and The Client

How to understand various personality styles and navigate interpersonal relationships to improve collaboration, productivity, and job satisfaction, and reduce conflict and risk.

Juggling the Geoprofessional's Day

How to manage the unique challenges of being an emerging geoprofessional manager to deliver results, meet goals, and take responsibility for your actions.

It's My Time (or is it?)

A two-part class on effectively managing time that covers calendars, time blocking, compass time, hard stops, Eisenhower decision matrix, flex time, procrastination, and the four levers of self-renewal.

I (Don't) Do All My Calcs

The inherent challenges of delegation and related development strategies to combat over-functioning as a leader.

What Did I Just Learn?

How the brain learns; why behaviors change; strategies to develop people; and the difference between training and coaching.

Conflict Creates Solutions

Strategies to reduce emotions and provide productive outcomes from conflict.

Do We Have to Get To?

The difference between a fixed mindset and growth mindset; practical tools to change your perspective; and learning to lead with a contagious growth mindset.

I Feel Good About This

Enhance self-awareness, improve interpersonal relationships, and become more effective and resilient in navigating diverse work environments.

Why Didn't You Tell Me That Earlier!

How we give and receive feedback for effective communication, developing a culture of continuous improvement, and driving individual and organizational success.

I Must Sell, Too?

The key aspects of building trust and serving clients needs. Discover the salesperson that lives within you!

Activating Your Super Power

Develop practical, proven skills to be a better listener.

Leveraging Leadership

Share presentations on the management skills you have learned in the Ascend Class and how you use them in your work.

Ideal Candidate Profile

Ascend is designed for individuals with 5 to 10 years geoprofessional experience, and/or those who are in or are transitioning to a role performing project, client, or team management. Candidates may include rising staff professionals that are not yet, but soon to be, business unit managers.

Benefits to Participants

- **Accelerate the transition** from technical contributor **to confident manager**.
- **Learn better time management** that protects focus, energy, and work-life balance.
- **Develop a resilient mindset** and emotional regulation under pressure and uncertainty.
- **Grow your network** across North America with peers at a similar career stage.
- **Learn from the best:** Each session is led by a highly qualified subject matter expert and an adult-learning specialist.

Commitment

Sessions are 75 minutes long and held weekly for 12 weeks. Participants are expected to:

- Be punctual to each session.
- Be engaged and ready to participate in discussion.
- Join sessions from a quiet, distraction-free environment with webcam on.
- Refrain from multitasking during sessions.
- Attend at least 90% of sessions.

Benefits to Member Firms

- **Accelerate readiness** of emerging managers for project, people, and clients.
- **Enhance succession planning** with a visible pipeline of emerging leaders.
- **Improve client retention** and growth through trust-building and consultative behaviors.
- **Reinforce your investment** in staff growth and retention.
- **Connect staff** with the wide array of GBA member benefits and resources.

Investment

The cost for the Ascend Class is **\$1,200** per participant.

Professional Development

Participants will receive credit for professional development hours and a Certificate of Completion.

More About GCAP

The Geoprofessional Career Ascent Program (GCAP) is a structured, four-tier pathway within the GBA Career Continuum—Embark (early professionals), Ascend (management), Summit (leadership), and Sustain (senior/special development)—designed to move participants from consulting fundamentals to advanced business and leadership capabilities in the geoprofessions. Delivered in cohort-based series of weekly 75-minute sessions led by a learning manager and subject-matter experts, the curriculum builds skills in professional communication, project and client management, risk, and business performance with multiple cohorts scheduled annually by level.

Application Form

Ascend Class

Participant Information

Name:

Employer:

Role or Title with Employer:

Years of Experience:

Phone: Email:

Mailing Address:

What excites you about attending the GBA Ascend Career Continuum Class?

Please include the applicant's resumé when submitting this application form.

Nominator Information

Name:

Phone: Email:

Why are you nominating this person for the GBA Ascend Career Continuum Class, or what do you hope the participant will gain from involvement in the Class?

Return the application form to GBA at info@geoprofessional.org. The participant will be billed for \$1,200.00 after the approval of application and registration. Each class is limited to 24 individuals. Applications will be date stamped, and applicants will be accepted in the order in which they were received. Up to two applications from each member firm may be admitted to each class.

Questions? Reach out to Joel Carson at jcarson@geoprofessional.org or 402-517-1819.