

Open

Enrollment

Leadership Development Program (LDP)[®]

A Core Development Program
Targeting:

Leading self
Leading others
Leading **managers**
Leading the function
Leading the organization

CCL's Leader Development Roadmap meets you where you are and takes you where you want to go.



Center for
Creative
Leadership

www.ccl.org

What Makes LDP Unique?

LDP provides a highly personal experience that is tailored to help each leader get the most out of sessions by providing a safe environment for learning and skill practice.



LDP offers a proven blend of special features:

- › Rich, research-based content
- › Personalized assessment and feedback
- › Intensive individual and group coaching
- › Dynamic experiential exercises
- › Safe environment for practicing new behaviors
- › Lively, interactive peer-to-peer learning

Why Attend?

Delivered by highly qualified faculty, this five-day interactive program for experienced managers is designed to have immediate and practical application back in the workplace.

LDP participants will gain personal insight and perspective that will help them unlock their leadership potential and develop key leadership skills needed to achieve impactful, tangible results throughout the organization.

By improving leadership competencies in the areas of communication, influence, self-awareness, resiliency, thinking and acting systemically, and increased learning agility, participants will:

- › Bridge the gap between senior management and the front-line to grow alignment, build commitment and manage change
- › Collaborate across the organization to gain critical perspectives, solve complicated problems, create buy in and manage politics
- › Effectively manage complexity to take wise and productive action amidst complex, rapidly changing conditions
- › Leverage the experience gained from multiple life roles to increase their leadership effectiveness at work
- › Build resiliency to effectively manage stress, uncertainty and setbacks

1 The Experience

Pre-Program: Comprehensive Assessments The in-depth assessments are considered one of the most valuable aspects of the CCL experience.

LDP provides the most comprehensive assessment of the leadership skills necessary for managers to succeed at this level. Participants, direct reports, peers and superiors complete assessment surveys that become the foundation for the classroom experience and one-on-one coaching session.

Comprehensive pre-program assessments provide:

- Tools to identify strengths and development needs
- Foundation for significant personal and professional growth
- Valuable insights to broaden leadership perspective

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Program: Interactive Classroom Experience The experiential and simulation activities drive home key lessons, providing insight that can be readily applied back at work.

The five-day classroom experience provides a safe environment for learning and skill practice.

Led by a highly qualified faculty, this low staff-to-participant ratio program includes:

- Highly relevant research-based content
- Half-day coaching session
- Experiential and simulation-based exercises
- In-the-moment peer feedback
- Extensive networking opportunities

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Post-Program: Application and Sustainability CCL's model for development is a process, not a one-time event, with post-program engagement designed to sustain change and impact.

After the classroom experience, CCL helps participants apply and sustain their development experience by providing:

- Two 45-minute follow-on telephone coaching sessions
- A three-month post-program assessment to measure skills and behavior progress
- An online portal with resources and support tailored to individual development needs
- E-learning opportunities, podcasts, webinars, and the latest information on leadership development

CCL also offers optional fee-based resources and support for building leadership skills and connecting individual development to organizational needs.

Daily Program Agenda				
Day One	Day Two	Day Three	Day Four	Day Five
Leading from the Middle	Leading Through Collaboration	Leading Within a System	Integrating Multiple Perspectives	Transferring the Learning
<ul style="list-style-type: none"> • The realities of managers leading managers • How others see you as a leader • Bringing your whole self to leadership • Leveraging the impact of 360° feedback 	<ul style="list-style-type: none"> • High stakes collaboration • Effective communication and influencing • Interpersonal needs and collaboration 	<ul style="list-style-type: none"> • Leadership within a complex system: The Organization Workshop • Applied learning session • Individual consolidation and reflection 	<ul style="list-style-type: none"> • Half-day, one-to-one feedback and coaching session 	<ul style="list-style-type: none"> • Planning for higher level of impact • Implementing developmental plan • Resiliency practice
<ul style="list-style-type: none"> • Giving and receiving feedback • Personality factors in leadership • Resiliency and learning agility 	<ul style="list-style-type: none"> • Leading multiplexities • Video review • Resiliency practice 	<ul style="list-style-type: none"> • Activities 	<ul style="list-style-type: none"> • Peer feedback • Strategy and goal setting 	

Who Else Will Be There?

Peer learning and networking become valued components of the classroom experience and beyond.

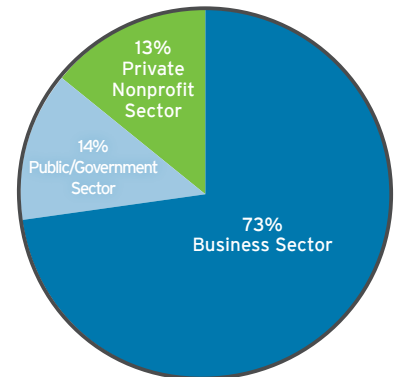
LDP participants are experienced managers who come from a wide variety of industries and a range of organizational sizes. This provides valuable interactions and opportunities to engage and network with a broad range of leaders from across the globe.

Manager Expertise Mix

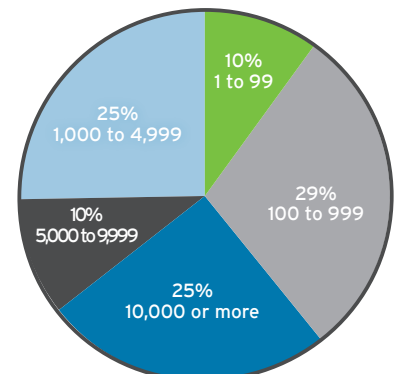
Because LDP participants have a wide variety of job functions in an array of industries, peer learning and networking becomes a significant component of the classroom experience and beyond. Experienced managers who are experts in their fields offer unique perspectives that add to the overall value and richness of the program.



Participant Mix:



Organization Size:



Where Does LDP Fall Within a Leader Development Framework?

CCL recognizes experienced managers within the framework of a Leader Development Roadmap. The Roadmap connects leaders to the right development at the right time, ensuring that leaders have the essential skills to meet the challenges they face every day.

*“The course gave me the real nuts and bolts information I needed to grow my skills as a leader.”
“The feedback reassures and re-energizes you around what you’re doing well and helps you identify areas for development.”* - Lisa DiTullio, Harvard Pilgrim Health Care

*“I learned a great deal about the way I think about myself and the reasons for my thinking. Receiving feedback from my peers and superiors was one of the most powerful elements of the program.
“I was able to understand how other people see me in the work environment and better understand the impact of my leadership style on other people.”* - Hermien Uys, De Beers Group

CCL’s Leader Development Roadmap provides easy access to the programs, products, coaching and services at all leadership levels:

- Leading **self**
Individual contributors, professional staff and emerging leaders
- Leading **others**
Leaders of individual contributors
- Leading **managers**
Leaders of managers and/or senior professional staff
- Leading **the function**
Leaders of functions or divisions
- Leading **the organization**
Leaders of the enterprise

LDP falls within *Leading Managers level*, created for those experienced managers and managers of managers and/or senior professional staff, leading from the middle zone organization.

Quick Facts

➤ **Tuition:** U.S. campuses: \$6,900

Singapore campus: S\$9,880

Brussels campus: 6,700€

Tuition price is based on regional point of delivery

➤ **Length:** 5 days

➤ **Average Class Size:** 24

➤ **Faculty/Staff to Participant Ratio:** 1:12

➤ **Half day 1:1 session with certified CCL coach**

➤ **Global Availability**

Customized version available

Available in English. Additional program locations and language options are offered through select network associates.

How to Register

To speak with someone immediately, call us at:

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