Leadership Development for HR Professionals
We deliver results that matter - sustained impact for you, your business and the world.
Press the HR Advantage

Business strategy drives talent needs – putting HR leaders front-and-center in the quest for organizational success.

As HR functions take on greater strategic importance, their leaders need additional skills. They are challenged to:

- **Understand** where the organization is headed and use the HR function to help lead the way.
- **Influence** senior business leaders and leverage HR’s perspective and potential.
- **Support** the business strategy and planning process – and carry out effective talent strategies.

**Leadership Development for HR Professionals is for Mid- to Senior Leaders**

- Experienced HR professionals and executives.
- HR managers seeking to improve their personal leadership performance.

CCL’s Leadership Development for HR Professionals develops leadership skills that are key to being a strategic business partner.

**Leadership Development for HR Professionals is a four-day program that provides leaders:**

- **Knowledge** – about themselves and their context – to improve their ability to leverage their role.
- **Skills** – to influence, think and act strategically.
- **Confidence** – to execute HR leadership responsibilities.

We’re committed to delivering **Results That Matter**: visit www.ccl.org/ldhrp.
Leadership Development for HR Professionals gives leaders new skills to fuel themselves – and the organization.

Leadership Development for HR Professionals focuses on unique context and needs of leading and growing a strategic human resources function. Leaders in the program explore:

- **Self-awareness.** Participants understand leadership behaviors and their impact, identify strengths and development needs, and create development goals and plans.

- **Engaging and influencing.** Participants gain fresh perspectives and specific how-to’s to maximize HR’s impact on the organization.

- **Building organizational capability and culture.** Participants examine the HR role as a credible activist, capability builder, a facilitator of organizational change and key player in executing business strategy.

**Attending Leadership Development for HR Professionals also gives participants the opportunity to:**

1. Create a plan of action to address a complex organizational challenge.

2. Stimulate personal and career growth through a targeted, highly personalized developmental experience in the company of their peers.

3. Network with other human resources professionals.

4. Apply and extend the learning with access to online job aids and a resource library.
Leadership Development for HR Professionals was collaboratively created by CCL and the Society for Human Resource Management (SHRM). To learn about the Human Resource Certification Institute (HRCI) recertification units associated with this program, visit www.ccl.org/ceu.
Choosing a Program

CCL programs target the real-world challenges unique to each level of leadership. Our Leader Development Roadmap steers leaders to the right development at the right time.

CCL’s Leadership Programs are grouped into five leader levels, making it easy to choose one that will match the needs, challenges and expectations of each participant.

**Leading Self:** Individual contributors, professional staff and emerging leaders

**Leading Others:** Leaders of individual contributors

**Leading Managers:** Experienced leaders who lead other managers or senior professional staff

**Leading the Function:** Senior leaders of organizational functions or divisions

**Leading the Organization:** Top executives leading the enterprise

By focusing on the skills critical for success at each level, your organization can see faster results.

The Leadership Development for HR Professionals Program falls within the Leading Others, Leading Managers and Leading the Function levels. It is designed to meet the unique needs of those in human resources roles through tailored assessments, feedback and skills practice.

We’re committed to delivering Results That Matter: Sustained Impact for You, Your Business and the World.
In-depth leadership assessments focus on success as an HR leader.

Attention to each participant’s current organizational challenge personalizes the program.

Take-home tools allow knowledge to be readily applied.

One-to-one coaching solidifies learning and fosters action.

Why Leadership Development for HR Professionals?

- In-depth leadership assessments focus on success as an HR leader.
- Attention to each participant’s current organizational challenge personalizes the program.
- Take-home tools allow knowledge to be readily applied.
- One-to-one coaching solidifies learning and fosters action.

---

<table>
<thead>
<tr>
<th>Tuition*</th>
<th>$6,000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Length</td>
<td>4 days</td>
</tr>
<tr>
<td>Average Class Size</td>
<td>24</td>
</tr>
<tr>
<td>Instructor/Participant Ratio</td>
<td>1:12</td>
</tr>
<tr>
<td>Coaching</td>
<td>Half-day 1:1 session, 1 follow-up call</td>
</tr>
<tr>
<td>Locations</td>
<td>Colorado Springs, CO</td>
</tr>
<tr>
<td>Language</td>
<td>English</td>
</tr>
<tr>
<td>Scale-up Option</td>
<td>Send multiple managers to CCL or run a full Leadership Development for HR Professionals Program at your location.</td>
</tr>
</tbody>
</table>

* Tuition price is based on regional point of delivery and is subject to change.
Leadership Development for HR Professionals increases a leader’s knowledge, skills and confidence to take on strategic HR roles. In order to receive the most from this program, leaders should:

Prepare:
Leadership Development for HR Professionals includes a comprehensive assessment of the leadership skills necessary for success in strategic human resources and talent development functions.

Pre-program assessments:
• Give a detailed picture of leadership strengths, behaviors and preferences.
• Identify and clarify development needs.
• Establish a foundation for significant personal and professional growth.

Engage:
For four days, participants are immersed in gaining greater self-awareness, engagement and influence skills, to leverage their unique role as a credible HR activist.

The program includes:
• Experiential activities and hands-on exercises for practice and deeper learning.
• Individual coaching with a certified CCL coach to focus learning and plan next steps.
• Peer learning groups to provide feedback, insight, suggestions and support.

Apply:
After the program ends, participants can apply and sustain their learning by using the following ongoing support:
• One 60-minute telephone coaching session with a CCL certified coach.
• Access to eLearning designed to reinforce lessons from the program, including courses, books, podcasts, articles and quick-reference checklists and tools.
• Optional, fee-based learning and support, such as extended coaching engagements, additional eLearning packages and custom initiatives to connect individual development to organizational needs.
Why CCL’s Leadership Programs?

• **Personalized Attention** – Using a blend of in-depth assessments, feedback and experiential learning, participants engage in development that is focused on their unique leadership needs – which many call “life-changing.”

• **Leadership at All Levels** – Constantly refreshed content tailored to the unique needs of each level of leadership – from individual contributor to senior executives. Programs provide tools for immediate and practical application.

• **Global Availability and Flexible Schedule** – Offered worldwide, providing you with more choices and locations to meet the needs of busy managers and executives.

• **Peer Power** – Participants will network and learn from fellow leaders with comparable real-world experiences and familiar challenges.

• **Continual Learning** – Sustainable learning is a process – not a one-time event. CCL’s programs offer coaching sessions, resources such as webinars, white papers and eLearning to apply and sustain their learning experience.

• **Continuing Education** – CCL’s leadership programs meet the criteria for many professional certifications requiring ongoing training and education. Visit www.ccl.org/ceu to learn more.

CCL’s Leadership Programs can be customized or delivered at your place of business to best fit the goals of your organization, department or team. When you invest in Leadership Programs for multiple managers and executives on an annual basis, you will receive additional tools and resources to develop your talent. As an added benefit, we pass on the savings to you.

**Call us today to learn about registering multiple participants, customization or on-site delivery.**
Leadership Development for HR Professionals Registration

To speak with someone immediately, register by phone or learn about customized options, call us:

**CCL - Americas**
www.ccl.org
+1 800 780 1031 (U.S. or Canada)
+1 336 545 2810 (Worldwide)
info@ccl.org

**CCL - Asia Pacific**
www.ccl.org/apac
+65 6854 6000
ccl.apac@ccl.org

**CCL - Europe, Middle East, Africa**
www.ccl.org/emea
+32 (0) 2 679 09 10
ccl.emea@ccl.org

Register online: www.ccl.org/ldhrp

The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute’s criteria to be pre-approved for recertification credit.

The Center for Creative Leadership (CCL®) is a global provider of leadership development and research. Ranked among the world’s Top 10 institutions for executive education by Financial Times and Bloomberg Businessweek, it helps clients leverage leadership to drive results that matter.
We're committed to delivering Results That Matter: visit www.ccl.org/ldhrp.