Leadership Program for Core Development
Leaders of Managers

Leadership Development Program (LDP)®

Center for Creative Leadership
We deliver results that matter – sustained impact for you, your business and the world.
It’s complicated. We know.

Mid- to senior-level managers – leaders of managers – often say their job is complicated. Exciting and interesting, yes, but definitely not simple.

What are the challenges?

Getting the top and the bottom of the hierarchy to work together.
Leaders effectively manage people and processes up and down the organization.

Collaborating across the organization.
Leaders think and act across organizational functions and silos – and help others to do the same.

Mastering greater complexity.
Leaders handle uncertainty, solve multi-dimensional problems and deal with interconnected systems.

Tackling big priorities on all fronts.
Leaders seek success in demanding jobs and in roles outside of work.

The Leadership Development Program (LDP)® is for Leaders of Managers

- Experienced managers who lead other managers and senior professionals.
- Operational, group or departmental managers.
- Leaders who work up, down and across the organization.

CCL’s Leadership Development Program (LDP)® helps mid- to senior-level leaders clarify challenges and strengthen their ability to get the results that matter.

LDP is a five-day program that provides:

- Skills to lead effectively up, down and across the organization.
- Knowledge – about themselves and their context – to improve their ability to get things done.
- Confidence to own their role and unlock leadership potential.
The Leadership Development Program (LDP)® focuses on the competencies CCL research shows can turn management challenges into leadership opportunities.

Four key competencies are vital to all leaders, but play out in unique ways when leaders step into this role:

- Self-awareness
- Learning agility
- Communication
- Influence

At this level, leaders must also strengthen their ability to:

- Think and act systemically
- Be resilient

LDP participants delve into these six areas, gain a detailed picture of their personal strengths and challenges, and create a plan for moving forward.

By applying the lessons of LDP, leaders will be able to:

1. Communicate direction, achieve alignment and build commitment to bridge the gap between senior management and the front line.
2. Gain critical perspectives, create buy-in and manage politics through collaboration.
3. Solve complicated problems and take wise action amidst complex, rapidly changing conditions.
4. Build resiliency and leverage multiple life roles to effectively manage stress and become more effective.

Who will be joining you in LDP?

Program participants come from a wide variety of industries, organizations and backgrounds:

![Participant Mix Chart]

![Organization Size Chart]
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

The Leadership Development Program (LDP)® is the core development program for the Leading Managers audience. This program will strengthen your ability to manage complexity, balance competing priorities and collaborate up, down and across the organization to drive tangible results.

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

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

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### Choosing a Program

**Tuition**

* Tuition price is based on regional point of delivery and is subject to change.

**Length**

5 days

**Average Class Size**

24

**Instructor/Participant Ratio**

1:12

**Coaching**

Half-day 1:1 session, 2 follow-up calls

**Locations**

Greensboro, NC; Colorado Springs, CO; San Diego, CA; College Park, MD; Brussels, Belgium; Singapore; Dubai (Additional program locations are offered through network associates)

**Language**

English

**Scale-up Option**

Send multiple managers to CCL or run a full LDP at your location.

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### Why LDP?

- **LDP** participants are reported to have a greater impact on their organizations and to achieve improved business results after attending the program.
- **LDP** is consistently ranked by program alumni, managers and executives as one of the best leadership development programs in the world.
- **LDP** is offered globally over 150 times a year.
- **LDP** has helped develop over 50,000 leaders in over four decades.
- **LDP** has evolved over the years in response to changes in the workplace and as new research findings, new best practices and new technologies emerge.

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We’re committed to delivering Results That Matter: Sustained Impact for You, Your Business and the World.
CCL’s Leadership Development Program (LDP)® is an in-depth process that builds the skills, knowledge and confidence leaders need to succeed. In order to receive the most from this program leaders should:

Prepare:
A comprehensive assessment of leadership skills is at the heart of the LDP experience.

Pre-program assessments:
• Give a detailed picture of leadership skills, behaviors and preferences, plus a deep look at top-priority competencies.
• Identify and clarify development needs.
• Establish a foundation for significant personal and professional growth.

Engage:
For five days, participants are immersed in their personal data, experiential activities and skill-building exercises. Led by highly qualified faculty, LDP is a safe – but challenging – environment for learning, practice, reflection and goal setting.

The week includes:
• Experiential activities and hands-on exercises, including a mock business environment, for practice and deeper learning.
• A half-day, personal session with a certified CCL coach to clarify thinking and plan next steps.
• Peer learning groups to provide feedback, insight, suggestions and support.

Apply:
When the LDP classroom experience ends, participants can apply and sustain their learning by using the following ongoing support:
• Two 45-minute phone coaching sessions with a certified CCL coach.
• REFLECTIONS®, an assessment to measure skills and behavior progress, completed three months after the program.
• 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 Program (LDP)®
Registration

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

**CCL - Americas**
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Register online: www.ccl.org/ldp

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.