SUPPORT LEARNING WITH CCL KNOWLEDGE AND TOOLS.
Results That Matter –
Sustained Impact for You, Your Business and the World.

What matters most to you?
How individuals thrive, better themselves and lead others? How interdependent teams thrive, collaborate to realize organizational goals and build sustainable performance cultures? How communities thrive, enable lives and advance futures?

What matters most to CCL?
Creating leaders who move their worlds.

CCL’s Levels of Impact:

Whatever your leadership challenges, we can help. CCL draws from a broad, deep array of proven capabilities to deliver the results that matter most to you.
CCL’s Levels of Impact:
LEADERSHIP RESEARCH & RESOURCES

SUPPORT LEARNING WITH CCL KNOWLEDGE AND TOOLS.

CCL’s extensive selection of leadership resources allows you to explore the world of leadership development, foster learning, and master the skills that matter most to you.

For more than four decades, leadership has been CCL’s sole focus. The unsurpassed knowledge we gain from our research and well-tested successes in the classroom gives us privileged insight into leadership best practices that we make available through our extensive portfolio of leadership resources.

We are your source for credible, comprehensive leadership content. No matter what the leadership challenge, you and your organization can support learning and growth with CCL’s expert knowledge and wide breadth of leadership resources.
When H. Smith Richardson boldly created the Center for Creative Leadership, the name itself seemed startlingly ambitious. Leadership at that time was simply a subset of management activities, usually those associated with inspiring or motivating people.

CCL, in its name, its mission and its first early leadership development programs, was among the first organizations to shine the light solely on leadership education and research. For decades now, we have been conducting state-of-the-art research that is highly relevant to current and future challenges. Our research and well-tested methods serve as the foundation of our leadership programs, assessment tools, publications, digital learning solutions and more.

Some of our past research milestones include:

- CCL pioneered the practice of assessment for development and developed many of the first tools, workshops and methods for applying it.
- Though a Wall Street Journal writer coined the term “glass ceiling”, CCL researchers literally wrote the book on the topic, publishing *Breaking the Glass Ceiling* in 1987.
- CCL’s “lessons of experience” research redefined notions of how leaders learn, prompting the 70-20-10 development framework. We have subsequently examined how organizations have applied this approach and identified best practices for experience-driven leader development.
- Our Looking Glass Experience was among the very first simulations that engaged participants without pre-set goals, explicit metrics or other forms of guidance. Looking Glass was widely licensed and became one of CCL’s signature offerings.

We are actively advancing the leadership field in many areas including:

- The role of the brain and neuroscience in leadership.
- How organizational networks drive or inhibit leadership.
- The evolving role and view of work-life balance.
- New techniques in leadership development evaluation.

I have been using CCL publications for over five years now and am always very satisfied with the content.”

Marli Kovacevic
Ohio Department of Education
Support Learning with CCL Knowledge and Tools

Access hundreds of articles, white papers and reports. Based on state-of-the-art research, well-tested best practices and interviews with experts and innovators, our writing is always credible and highly relevant to current and future leadership challenges.

Choose from hundreds of publications to meet your leadership needs. CCL’s publications will help you successfully address the leadership challenges that matter most to you, including building resiliency, maintaining team performance, strategic leadership, organizational improvement and more.

Provide powerful feedback with assessments. CCL’s assessments are powerful drivers of learning and change. Our assessment and feedback process helps leaders measure where they are, clarify needs and goals, and set direction for further development.

Apply knowledge with CCL’s tools for facilitators. Used by training and HR professionals for decades, our workshop tools (including workbooks, facilitator’s guides and assessments) engage individual learning and foster group discussion.

Build leadership excellence with digital learning. CCL’s digital learning products give you access to superior leadership expertise anytime, anywhere. You can work with us to create a blended learning solution or select from a variety of formats and topics to integrate into your organization: eCourses, digital guidebooks, live and on-demand webinars, Lead 2.0 packages and In-House Solutions.
White Papers, Articles, Reports and More

For practical information and innovative research on today’s most pressing leadership issues, explore an array of complimentary resources assembled by CCL’s faculty experts and thought leaders in the field.

White Papers
Our collection of white papers covers a wide range of leadership development topics including:

- Future Trends in Leadership Development
- Leadership and the Triple Bottom Line
- Boundary Spanning Leadership
- The Care and Feeding of the Leader’s Brain
- Transforming Your Organization
- Getting Real: How High-Achieving Women Can Lead Authentically

CCL’s Leading Effectively E-newsletters
This monthly e-newsletter brings you relevant tips and articles to help you lead more effectively. Written by experts in their fields, each monthly e-newsletter focuses on a current or future leadership issue and provides the best of CCL’s ongoing research and experiences as well as a variety of related resources on the subject matter.

QuickView Leadership Series
These reports are based on the results of CCL’s World Leadership Survey. Nearly 16,000 leaders have taken this survey and weighed in on important leadership issues that impact their work and careers.

Annotated Bibliographies
CCL’s Annotated Bibliographies introduce you to business and academic publications about key areas of organizational development.

Research Reports
Explore peer-reviewed publications documenting completed research projects from our selection of research reports.
Choose from Hundreds of Publications to Meet Your Leadership Needs

CCL’s publications will help you successfully address the leadership challenges that matter most to you. They are written by highly experienced and knowledgeable CCL experts and prominent practitioners and thought leaders in the fields of leadership. Choose from nearly 200 titles to find the resources that best match your interest or leadership challenges.

Many of our publications are translated into multiple languages and are available in ebook format.

Ideas into Action Guidebook Series
Guidebooks are essential references and development tools for employees and managers at all levels. In a format that is quick and easy to read, these books provide practical advice on coaching, feedback, teams, conflict, innovation, career success, resiliency, and more.

Executive Development and Talent Management
Essential information needed to select and invest in leaders for long-term success.

HR Training and Development
A wide range of content and resources for HR professionals to develop leaders in their organizations.

Diversity and Global Leadership
Knowledge you need to manage local work teams or lead a geographically dispersed global enterprise.

360-Degree Feedback, Coaching, and Evaluation
Powerful content to provide people with the information they need to realize their potential and achieve exceptional results.

Individual, Team, and Organizational Development
Gain insight into the skills, characteristics, and processes that form the foundation of effective leadership.
Provide Powerful Feedback with CCL Assessments

CCL was the first to develop and employ customizable 360-degree feedback tools to measure change from leadership development. Since then, hundreds of thousands of leaders have chosen CCL assessments. Our leading edge, research-based assessment tools have earned the trust of thousands of HR professionals and consultants because they:

- Easily fit into existing organizational development programs
- Provide options for customization
- Provide valid and reliable results
- Provide multiple language options

Our assessments, online resources and simulations are flexible, user-friendly and give you results you can count on.

Team and Organizational Assessments

Team and organizational assessments provide insight into aspects of leadership and the work environment that impact workgroup performance. They help teams and organizations assess the climate for creativity and innovation and identify strengths and weaknesses.

- Leadership Gap Indicator™ helps the organization identify the effectiveness of current leadership skills and draws attention to potential leadership gaps.
- KEYS to Creativity and Innovation® measures the climate for creativity and innovation that exists in a work group, division or organization.

360 Assessment Instruments

CCL Assessment Suite

CCL Assessment Suite includes four research-based 360-degree instruments with a reporting format to help organizations create a common leadership language and consistent feedback process at multiple levels through the company.

- Executive Dimensions® – address top-level leadership issues.
- Benchmarks® – assessing the lessons of experience.
- Prospector® – discovering the ability to learn from experience.
- 360 By Design® – tailoring your assessment and feedback process.

CCL can certify you to facilitate and administer all four instruments through our Assessment Certification Workshop, offered at CCL or through a customized group workshop at your facility.

Additional 360 Instruments

- SKILLSCOPE® – provides feedback on job related skills necessary for effectiveness.
- Global6™ – helps individuals understand how others view them in a global context.
Apply Knowledge with CCL’s Tools for Facilitators

Drawn from the knowledge we have generated for more than forty years of research and training conducted in partnership with thousands of managers, executives, and those developing leaders, CCL has designed practical and user-friendly tools to help HR professionals, trainers and workshop leaders facilitate the leadership development process in individual, teams and organizations.

We have over two dozen innovative tools to help accelerate the leadership learning process.

“Boundary Spanning Leadership draws on rigorous global research and real-world experience to help leaders move into new frontiers where they can find answers and practice success.”

Jack Stahl, President/COO
Coca-Cola
Build Leadership Excellence with Digital Learning

CCL’s Digital Learning products give you access to superior leadership expertise anytime, anywhere. Our approach to digital learning uses a mix of engaging video and interactive exercises to provide you real feedback for quick transfer of learning and faster application to the challenges you face in your job.

You can work with us to create a blended learning solution or select from a variety of formats and topics to integrate into your organization: eCourses, digital guidebooks, live and on-demand webinars, Lead 2.0 packages and In-House Solutions.

Blended Learning for leadership isn’t just about technology or mixing classroom with online experiences. It’s not about social media or the latest trends that promise to transform learning forever. It’s about building, in a thoughtful, systematic way, a structure to enable and support how leaders learn best.”

Ron Rabin, PhD
CCL Faculty

Blended Learning Solutions
CCL’s customizable blended learning solutions and unique leadership expertise allow you to better integrate, enhance and sustain your development initiatives. We work with you to tailor solutions to meet your specific needs, leveraging our research and expertise in the 70-20-10 model of learning to create impactful solutions.

Our Blended Solutions Offer:

- Trusted content from more than 40 years of research and testing
- An on-demand, personalized learning environment
- Greater skills practice and coaching
- Social and peer-based learning
- Greater workplace impact

CCL’s blended learning solutions can combine a vast variety of modes and technology to deliver the results that matter most to our clients including:

- Activity-based, feedback-rich classroom events
- eCourses
- Virtual classroom
- Coaching
- Assessments
- Digital reference books
- Job aids and app-based tools
- Short videos on key leadership topics
- Podcasts
- Informal learning through social media
Lead 2.0

Lead 2.0 packages by CCL provide flexible access to digital leadership resources that focus on specific challenges to develop or refresh skills critical to leaders. These packages are tied together by an application guide that helps the learner navigate through the package and encourages reflection. They include eCourses, online guidebooks, articles, and tools that help the learner grow their understanding of the skill as well as themselves.

- Just in time, self-paced learning and reference resources
- Provides progressive learning options for new or experienced leaders
- Users can follow a recommended guide or select their own path
- Based on CCL’s 40 years of proven research

In-House Solutions

CCL’s In-House Solutions puts you in control of proven content to easily facilitate leadership development experiences – providing your leaders the critical skills needed for success.

- Designed for HR professionals, trainers and workshop leaders with facilitation experience
- Everything you need to train a half-day program
- Three flexible delivery options included: Face-to-face, blended and virtual
- Cost effective training built on proven CCL research and experience
- Facilitator guide, presentation templates and tools
- Participant materials and ongoing online development for individuals and groups
- Online access to easily download and print materials
- Growing catalog of training topics relevant to today’s leadership challenges
- No certification required
eCourses

These self-paced, objective-based, interactive eCourses provide you with practical tools to enhance your leadership skills. With expert content and video-based simulations, you will be actively engaged throughout the process. Our eCourses cover a wide range of topics to enhance your leadership development.

CCL can deliver these eCourses, and all the other digital assets through CCL’s own LMS or can integrate with a client’s LMS.

Our latest CCL eCourses:

- Active Listening
- Communicating Across Cultures
- Creating a Vision
- Developing Cultural Adaptability
- Developing Direct Reports with Feedback
- Experiencing Transitions
- Feedback That Works
- Influence
- Managing Conflict with Your Boss
- Managing Conflict with Direct Reports
- Managing Conflict with Peers
- Managing Transitions
- Raising Sensitive Issues in a Team
- Selling Yourself without Selling Out
- Selling Your Ideas to Your Organization
Digital Guidebook Library

This expansive collection of guidebook resources provides online access to the full content of selected CCL publications. You can purchase over 60 digital guidebooks or five on-demand digital libraries.

Digital Guidebook Library Collection Includes:

- **Leadership Library**: A complete library of CCL’s guidebooks and articles to improve leader effectiveness for you, your team and your organization.
- **Team Collection**: The critical work of launching and leading a team for maximum performance.
- **Conflict Collection**: How to resolve conflict in the workplace.
- **Feedback Collection**: Giving and receiving effective feedback.
- **Individual Development Collection**: How to maximize the impact of those experiences for your personal and professional growth.

Leading Effectively Webinar Series

CCL’s *Leading Effectively* Webinar Series is the ideal way for you to engage in an online development experience from the convenience of your own desk. We have over 100 on-demand webinars, mapped to specific leader levels that address individual and organizational leadership challenges.
Leadership development is ALL we do.

For nearly five decades, we have leveraged the power of leadership to transform individual leaders, teams, organizations and societies. Our innovative solutions are steeped in extensive research and experience gained from working with hundreds of thousands of leaders at all levels – across six continents and 130 countries. More than a million leaders later, drawing from our extensive experiences and our expert faculty and staff around the globe, we help take your organization to new heights through leadership development.

We are ranked among the world’s Top 10 providers of executive education by Businessweek and the Financial Times, based on feedback from clients. So you can be confident we will deliver the results that matter most to you.

We create leaders who move their worlds. The results are transformative!