Your leaders don’t just go through a leadership program. They go through a transformation.

Our open-enrollment programs are designed for everyone, from emerging leaders just learning the fundamentals to experienced leaders managing large teams or organizations. We provide the tools needed to succeed now and ongoing support for the future. What sets our programs apart?

PERSONALIZED ATTENTION
High faculty-to-student ratios and interactive activities ensure ample individual focus.

ASSESSMENT FEEDBACK
We pioneered use of 360 assessments, as others’ observations provide opportunities to reflect on strengths and areas for growth.

RIGOROUS RESEARCH
All course content is evidence-based, informed both by decades of pioneering work and by our newest research insights.

EXPERIENTIAL LEARNING
Engaging, interactive activities offer opportunities to practice new behaviors and learn by doing.

PSYCHOLOGICAL SAFETY
An intentionally structured, feedback-rich environment allows for candid sharing, learning from mistakes, and learning from others.

GOAL-SETTING
Frequent opportunities to reflect help ensure creation of a plan for integrating and applying learnings into everyday life after the program.

PEER LEARNING
Interactions with others create opportunities to discuss shared challenges and complementary strengths.

CREDS
Alumni of our leadership programs can get CEUs, HRCI credits, and/or digital badges.

HOLISTIC APPROACH
Programs emphasize the importance of personally meaningful values and whole-person wellbeing (family, career, self, and community).

SKILLSETS & MINDSETS
Experiences intentionally grow leadership capacity and foster the skills, perspectives, identities, and attitudes leaders need to thrive.

We Believe in the Power of People.

Our exclusive alumni community provides access to continuing support, development, and learning opportunities.

Our Approach
At the Center for Creative Leadership (CCL®), we prepare leaders to tackle real-world challenges.

As a nonprofit, we strive to make the world a better place by shifting mindsets and skillsets to expand human potential. Grounded in ongoing research and 50+ years of experience developing successful leaders, our transformational leadership experiences are fueled by innovation, emphasize the power of people, and are trusted globally to cultivate a ripple effect of positive change. We go beyond skill development to facilitate new and deeper ways of thinking — whether a leader is just starting out, leading from the middle, or running a global organization.

DECAPES OF EXPERIENCE
We are an organization with a timeless mission and track record of success. Since 1970, we’ve pioneered the best practices in the leadership development industry and proven our ability to innovate in the face of change, remain resilient in a rapidly changing world, and forge a positive path forward for all.

INDUSTRY-LEADING RESEARCH
For over 50 years, our team of leadership development experts has been conducting original scientific research advancing the field to develop the leaders of today and tomorrow. The result? One of the largest leadership research databases in the world and a rich body of evidence-based insights used to accelerate leadership performance.

AWARD-WINNING EXPERTISE
As a top-ranked global provider of executive education and leadership training, we are consistently recognized by organizations such as Training Industry, the Brandon Hall Group, European Foundation for Management Development, and the Financial Times.

GLOBAL PERSPECTIVE
With campuses, faculty, staff, and coaches worldwide, we have the capability to design and deliver relevant solutions both globally and locally. Our diverse work with organizations of all sizes across every industry gives us a global perspective as we bring leadership development to 100 countries in over 50 languages.
Leadership Development Program Journey Map

Our leadership programs are specifically tailored to the challenges faced and skills needed to succeed at each level of the organization — whether a leader is just starting out, managing from the middle, or running an entire organization. And while each is transformational on its own, over time our programs can be combined to help your talent navigate a career-long leadership journey.

LEADING SELF

- Lead 4 Success®

LEADING OTHERS

- Better Conversations Every Day™

LEADING MANAGERS

- Maximizing Your Leadership Potential

LEADING THE FUNCTION

- Leadership Development Program (LDP)®

LEADING THE ORGANIZATION

- Leading for Organizational Impact

Leadership at the Peak

ALL LEADER LEVELS
Explore Programs by Level Leader

This leadership development program guide is an at-a-glance overview of our flexible suite of open-enrollment programs that target the specific challenges faced by 5 levels of leaders:

1. **LEADING SELF**
   - **Individual Contributors, First-Time Managers, and Emerging Leaders**
   - **Challenges Faced & Competencies Needed**
     - Cultivate self-awareness, learning agility, influence, and communication skills.
     - Limited influence, workforce constraints
     - Support for change, strategic alignment
     - Lead 4 Success® (The Fundamentals of Leadership)
   - **Recommended Program**
     - Lead 4 Success®

2. **LEADING OTHERS**
   - **Frontline & New Managers, First-Level Leaders**
   - **Challenges Faced & Competencies Needed**
     - Reveal interpersonal blind spots and opportunities for growth when collaborating with others.
     - New or ambiguous responsibilities
     - Cross-functional influence
     - Cross-functional leadership: player, manager, coach, and leader — and by leveraging the 4 essential roles needed to master for success
   - **Recommended Program**
     - Leadership Development Program (LDP)

3. **LEADING MANAGERS**
   - **Mid-Level Managers & Experienced Leaders**
   - **Challenges Faced & Competencies Needed**
     - Transition into a new role
     - Process improvement across groups
     - Leading for Organizational Impact
   - **Recommended Program**
     - Frontline Leader Impact

4. **LEADING THE FUNCTION**
   - **Senior Leaders of Organizational Functions or Divisions**
   - **Challenges Faced & Competencies Needed**
     - Dynamic business environment
     - Leadership at the Peak
   - **Recommended Program**
     - Maximizing Your Leadership Potential

5. **LEADING THE ORGANIZATION**
   - **Executives Leading the Enterprise**
   - **Challenges Faced & Competencies Needed**
     - Strategic responsibilities
     - Organizational readiness amid uncertainty
   - **Recommended Program**
     - Leadership at the Peak

Explore Programs by Format

Our leadership development programs fall into 2 categories: core programs on essential skills for every leader level, and specialized programs on focused topics.

We create learning environments that encourage participants to have real, human connections — fostering change on a truly personal level. How? By leveraging our proven content, innovative instructional design, and world-class facilitators to drive long-lasting impact and meaningful positive change.

Explore our programs for expanding leadership potential at every level.

<table>
<thead>
<tr>
<th>COURSE</th>
<th>DELIVERY METHOD</th>
<th>WHO SHOULD ATTEND</th>
<th>DESCRIPTION</th>
<th>TRAINER/PARTICIPANT RATIO</th>
<th>LENGTH OF PROGRAM</th>
<th>LOCATIONS &amp; PRICING</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lead 4 Success®</td>
<td>Live Online &amp; Licensable</td>
<td>Individual contributors, first-time managers, or emerging leaders without direct reports</td>
<td>4 fundamental skills (self-awareness, learning agility, influence, and communication) that leaders at any level need to master for success</td>
<td>1:12</td>
<td>16 hours over 4 half days</td>
<td>Online</td>
</tr>
<tr>
<td>Frontline Leader Impact</td>
<td>Online</td>
<td>Frontline managers &amp; first-level leaders of people and projects</td>
<td>6 key competencies that are essential for all frontline managers</td>
<td>1:24</td>
<td>18 hours self-paced over 6 weeks</td>
<td>Online</td>
</tr>
<tr>
<td>Maximizing Your Leadership Potential</td>
<td>Live Online Or In Person</td>
<td>Frontline managers &amp; first-level leaders of people and projects</td>
<td>Increases managerial effectiveness through practice leveraging the 4 essential roles of leadership: player, manager, coach, and leader — and by learning to understand self and others Includes 360 assessment, with executive coaching</td>
<td>1:12</td>
<td>Online: 20 hours over 5 half days In Person: 3 full days</td>
<td>Online Americas APAC EMEA</td>
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### Specialized Programs

Specialized Programs give leaders an immersion into specific leadership topics. These highly focused experiences help leaders apply what they learn to their current situations — and to their future goals.

<table>
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<tr>
<td><strong>Leadership Development Program (LDP)</strong>[^LDP]</td>
<td>Live Online or In Person</td>
<td>Experienced leaders who lead other managers or senior professional staff</td>
<td>Strengthens ability to manage complexity, balance competing priorities, and collaborate — up, down, and across the organization — to drive tangible results. Includes 360 assessment, with executive coaching</td>
<td>1:12</td>
<td>5 days</td>
<td>Online Americas APAC EMEA</td>
</tr>
<tr>
<td><strong>Leading for Organizational Impact: The Looking Glass® Experience</strong>[^LookingGlass]</td>
<td>In Person</td>
<td>Senior leaders of organizational functions or divisions</td>
<td>Enhances your ability to lead while balancing tactical concerns with strategic priorities to improve decision-making. Includes 360 assessment, with executive coaching</td>
<td>1:8</td>
<td>5 days</td>
<td>Americas APAC EMEA</td>
</tr>
<tr>
<td><strong>Leadership at the Peak</strong>[^Peak]</td>
<td>In Person</td>
<td>Top executives leading the enterprise</td>
<td>Maximizes personal leadership power to develop clear action plans for organizational challenges, clarify organizational vision, and improve external influence skills with boards, shareholders, partners, and critical stakeholders. Includes 360 assessment, with executive coaching</td>
<td>1:7</td>
<td>5 days</td>
<td>Americas APAC EMEA</td>
</tr>
</tbody>
</table>

[^LDP]: [ccl.org/ldp](http://ccl.org/ldp)

[^LookingGlass]: [ccl.org/lookingglass](http://ccl.org/lookingglass)

[^Peak]: [ccl.org/peak](http://ccl.org/peak)
What Our Clients Are Saying

We measure success by lives touched and impact made. That’s why the organizations we work with and the leaders we empower consistently tell us the same thing: their experience with us isn’t just a game-changer, it’s a life-changer.

**Insights & Impact**

98% of participants are satisfied with their program experience

98% of participants report they are still fully committed to achieving their goals more than 8 weeks after their program experience

97% of participants said the content they learned was relevant to the challenges they face

Don’t just take our word for it — take theirs.

“This program has provided me a wider perspective on leadership. It has also changed my view on the role of a leader and has provided me the necessary practical tools to use immediately at the workplace.”

— Zhiquan Yeo, Acting Group Manager, Science and Engineering Institutes

Maximizing Your Leadership Potential participant

“This is by far the most effective, insightful, and engaging program you will ever attend if you’re looking to improve your leadership skills.”

— James Moniak, Senior Account Manager, Moonlighting Solutionsz

Lead 4 Success® participant

“The program approach helped me retain the information and see tangible ways to take it back to my organization. I also saw immediate growth!”

— Lindsay Gattis, Regional Marketing Director, Redgate Software

Leading for Organizational Impact participant

“The process provides a holistic view of you as a leader. Leadership at the Peak brings together all aspects of your life in a way that no other program does. CCL has figured out way to help you create more lasting change.”

— Archana Gilravi, Senior Vice President, Lean In Programs & Partnerships, Sandberg Goldberg Bernthal Family Foundation

Leadership at the Peak participant

“LDP will change your life if you let it. The program removes you from the day-to-day work environment and creates a unique learning culture I’ve never experienced before. I highly recommend this investment in yourself.”

— Sunshine Weihert, VP of Support Services, FAST Credit Union

Leadership Development Program (LDP)® participant

We measure success by lives touched and impact made. That’s why the organizations we work with and the leaders we empower consistently tell us the same thing: their experience with us isn’t just a game-changer, it’s a life-changer.

**CONTACT US TODAY OR VISIT ccl.org/programs TO LEARN MORE.**
At the Center for Creative Leadership, our drive to create a ripple effect of positive change underpins everything we do. For 50+ years, we've pioneered leadership development solutions for everyone from frontline workers to global CEOs. Consistently ranked among the world’s top providers of executive education, our research-based programs and solutions inspire individuals in organizations across the world — including 2/3 of the Fortune 1000 — to ignite remarkable transformations.