WE DON’T JUST DEVELOP LEADERS.
WE CHANGE LIVES.
Our Approach

At the Center for Creative Leadership (CCL)®, our human-centered, world-class leadership training prepares leaders to tackle real-world challenges.

As a nonprofit, we strive to make the world a better place through more effective leadership. Grounded in ongoing research and 50+ years of experience developing successful leaders, our transformational leadership experiences produce meaningful, real, and lasting impact. We address the specific challenges faced at each level of leadership — whether you’re just starting out, leading from the middle, or running a global organization.

DECADES 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 more than 5 decades, our team of leadership development experts have 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.

WORLD-CLASS EXPERTISE
As a top-ranked global provider of executive education and leadership training, we are consistently recognized by publications 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 160 countries in over 50 languages.
You don’t just go through a leadership program. You 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**
Others’ observations provide opportunities to reflect on current strengths and areas for future growth.

**RIGOROUS RESEARCH**
All course content is evidence-based, informed by both decades of seminal knowledge and 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.

**CREDENTIALS**
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 wellness (family, career, self, and community).

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

Your Leadership Journey Never Stops.

Our exclusive alumni community provides access to continuing support, development, and learning opportunities. Membership is included in the tuition price — because we’re with you for your entire leadership journey.
Explore Programs by Leader Level

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:

<table>
<thead>
<tr>
<th>LEADER LEVEL</th>
<th>PERSONAL GROWTH</th>
<th>PEOPLE &amp; TASK DEMANDS</th>
<th>WORKING WITHIN A LARGER SYSTEM</th>
</tr>
</thead>
</table>
| **1 LEADING SELF** | Individual Contributors, Professional Staff, and Emerging Leaders | • Cultivate self-awareness, learning agility, influence, and communication skills. | • Support for Change  
• Strategic Alignment |
| **2 LEADING OTHERS** | First-Level Managers | • Encourage mindset shifts needed to effectively lead others.  
• Elevate the importance of delegating. | • Deficient Operational Processes  
• Change and Instability |
| **3 LEADING MANAGERS** | Mid-Level Managers & Experienced Leaders | • Reveal interpersonal blind spots and opportunities for growth when collaborating with others.  
• Cultivate mindset shifts needed for complex and strategic problem solving. | • Cross Functional Influence  
• Adverse Work Environments  
• Challenging Business Context |
| **4 LEADING THE FUNCTION** | Senior Leaders of Organizational Functions or Divisions | • Reveal interpersonal blind spots and increase self-awareness needed to navigate complex challenges.  
• Learn tools and best practices for strategic thinking. | • Process Improvement across Groups  
• Tense and Complex Situations  
• Problems with Upper Management  
• Limited Market/Sales Growth  
• Changing Internal/External Environment  
• Resource Constraints and Financial Instability |
| **5 LEADING THE ORGANIZATION** | Executives Leading the Enterprise | • Maximize core leadership skills needed to clarify organizational vision. | • Dynamic Business Environment  
• Organizational Readiness amid Uncertainty |

**RECOMMENDED PROGRAMS:**

- Lead 4 Success® (The Fundamentals of Leadership)
- Frontline Leader Impact  
- Maximizing Your Leadership Potential
- The Leadership Development Program (LDP)®
- Leading for Organizational Impact
- Leadership at the Peak
Explore Programs by Format

Our leadership development programs focus on the skills and mindsets necessary for success at each level of leadership.

We create an environment that allows participants to have real, human connections — enabling action and change on a truly personal level. We leverage our proven content, innovative instructional design, and world-class facilitators to create long-lasting impact and meaningful positive change.

**Explore our programs for developing leaders at every step of the journey.**

### CORE DEVELOPMENT PROGRAMS

<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</td>
<td>First-time managers or emerging leaders without direct reports</td>
<td>Moves leaders from average to high performing by developing the 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—4 half days</td>
<td>Online</td>
</tr>
<tr>
<td>FRONTLINE LEADER IMPACTccl.org/fli</td>
<td>Moderated Online</td>
<td>Leaders of individual contributors</td>
<td>Expands your leadership experience while focusing on 6 key competencies that are essential for all frontline managers to master</td>
<td>1:24</td>
<td>18 hours self paced over 6 weeks</td>
<td>Online</td>
</tr>
<tr>
<td>MAXIMIZING YOUR LEADERSHIP POTENTIALccl.org/mlp</td>
<td>Live Online Or In Person</td>
<td>Leaders of individual contributors</td>
<td>Guides participants in making the shift from successful individual contributor to effective manager by learning to understand others, motivate others, and meet the needs of diverse teams</td>
<td>1:12</td>
<td>Online: 20 hours over 5 days In Person: 2.5 full days</td>
<td>Online Americas APAC EMEA</td>
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[LEADERSHIP DEVELOPMENT PROGRAM GUIDE](#)
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<tr>
<td>Leadership Development Program (LDP)</td>
<td>Live Online</td>
<td>Experienced leaders who lead other managers or senior professional staff</td>
<td>Strengthens your ability to manage complexity, balance competing priorities, and collaborate—up, down, and across the organization—to drive tangible results</td>
<td>1:12</td>
<td>5 day intensive, within a 16-week journey</td>
<td>Online Americas APAC EMEA</td>
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<tr>
<td></td>
<td>Or In Person</td>
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<td></td>
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<td></td>
<td>Americas APAC EMEA</td>
</tr>
<tr>
<td>Leading for Organizational Impact: The Looking Glass® Experience</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</td>
<td>1:8</td>
<td>5 days</td>
<td>Americas APAC EMEA</td>
</tr>
<tr>
<td>Leadership at the 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</td>
<td>1:8</td>
<td>5 days</td>
<td>Americas APAC EMEA</td>
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**LEADING SELF**  
**LEADING OTHERS**  
**LEADING MANAGERS**  
**LEADING THE FUNCTION**  
**LEADING THE ORGANIZATION**
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.

### SPECIALIZED PROGRAMS

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<tr>
<td>Better Conversations Every Day™</td>
<td>Live Online</td>
<td>Everyone at every level of an organization</td>
<td>Creates a common mindset, skillset, and language and equips leaders with the tools to break down communication barriers and bring your business strategy to life</td>
<td>1:24</td>
<td>Kickoff + 8 hours over 2 days</td>
<td>Online</td>
</tr>
<tr>
<td>Assessment Certification</td>
<td>Moderated Online</td>
<td>HR managers, executive coaches, and consultants</td>
<td>Prepares you to design, implement, and facilitate feedback using CCL’s 360-degree assessments and includes lifetime access to an online resource library</td>
<td>Rolling enrollment</td>
<td>10 hours self paced over 90 days</td>
<td>Online</td>
</tr>
</tbody>
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What Our Clients Are Saying
At CCL, 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.

But 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 Solutions, Lead 4 Success® participant

“If you want to make a deep and meaningful change to get you to the next level, join this program!”
— Alexandra Betesh, Vice President of Client Services, Visual Lease, Leading for Organizational Impact participant

“Leadership at the Peak was a paradigm-changing experience for me. It has directly applicability to my team, my company, and my family. It was a deeply personal experience that has made me a better leader, husband, and father. I am grateful to the entire team at CCL for the incredible experience they have afforded me. Thank you!”
— Justin Mahilk, Senior Vice President, IAA, Leadership at the Peak participant

“Over the course of my career I have taken many leadership seminars, read many books, and listened to advice from some of the best in leadership development. This course was one of, if not the most, important and valuable week of training I have ever received as a leader.”
— Chuck Lane, Director of Training and Education, BluSky Restoration, Leadership Development Program participant

Insights & Impact

98% of participants are satisfied with their program experience

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

97% of participants said the content they learned was relevant to the challenges they face
CONTACT US TODAY OR VISIT
www.ccl.org/programs
TO LEARN MORE.
The Center for Creative Leadership (CCL)® is a top-ranked, global, nonprofit provider of leadership development. Over the past 50 years, we’ve worked with organizations of all sizes from around the world, including more than 2/3 of the Fortune 1000. Our cutting-edge solutions are steeped in extensive research and our work with hundreds of thousands of leaders at all levels.