



Center for  
Creative  
Leadership®

## **Achieving Leadership Effectiveness Program (ALE)**

*Results That Matter:  
Sustained Impact For You, Your Business And The World.*

## What Makes the Achieving Leadership Effectiveness Program Unique?

**Achieving Leadership Effectiveness** provides a highly personal experience that is tailored to help each leader get the most out of the modules by providing a safe environment for learning and skill practice.



## Quick Facts

**Dates:** May 22-24, Nov 20-22, 2019

**Tuition:** 185,000 Rubles

**Length:** 3 days

**Includes:** 1h45min individual coaching session, 360 assessment and 3 self-assessment

**Location:** Moscow

**Language:** Russian

**To Register:** Contact CCL Moscow

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## What Will You Take Away?

Participants gain personal insights to help them improve their leadership potential and develop key leadership skills needed to achieve impactful, practical results in the workplace. By improving leadership competencies in the areas of communication, influence, self-awareness, resiliency, thinking and acting strategically, and increased learning agility, participants are better able to:

- 1. Bridge the gap between senior management and the front-line to grow alignment, build commitment and manage change.**
- 2. Collaborate across the organization to gain critical perspectives, solve complicated problems, create buy in and manage politics.**
- 3. Effectively manage complexity to take wise and productive action amidst complex, rapidly changing conditions.**
- 4. Build resiliency to effectively manage stress, uncertainty and setbacks.**

## Why Should You Attend?

Delivered by highly qualified faculty, this 3-day interactive program for experienced managers is designed to have immediate and practical application back in the workplace. The program offers a proven blend of special features, such as:

- **Rich, research-based content**
- **Personalized assessment and feedback**
- **Intensive individual and group coaching**
- **Dynamic experiential exercises**
- **Safe environment for practicing new behaviors**
- **Lively, interactive peer-to-peer learning**

## What Can You Expect?

### Prepare:

Participants, direct reports, peers and superiors complete assessment surveys that become the foundation for the classroom experience and one-on-one coaching session.

### Engage:

The experiential and simulation activities drive home key lessons, providing insight that can be readily applied back at work.

### Apply:

After the program ends, participants apply and sustain their learning with a package of resources.

### These comprehensive pre-program assessments provide:

- Tools to identify strengths and development needs
- Foundation for significant personal and professional growth
- Valuable insights to broaden leadership perspective

### The 3-day interactive classroom experience provides a safe environment for learning and skill practice.

- Highly relevant research-based content
- 1,45-hour coaching session
- Experiential and simulation-based exercises
- In-the-moment peer feedback
- Extensive networking opportunities

### Ongoing support includes:

- Participants will have a one-hour follow-on telephone coaching session with their CCL coach 4-6 weeks after the program
- Optional, fee-based learning and support, such as extended coaching engagements and custom initiatives to connect individual development to organizational needs.

Day 1: 9.00-18.00 Leading self and others	Day 2: 9.00-18.00 Leading the organization	Day 3: 9.00-16.30 Leading with impact
<ul style="list-style-type: none"> <li>• Introductions</li> <li>• <i>Key Leadership Challenge</i> Discussion</li> <li>• 6-Factor Leadership Framework</li> <li>• <i>Benchmarks® 360</i> Results</li> </ul>	<ul style="list-style-type: none"> <li>• Framing the Day: Strategic and Collaborative Leadership</li> <li>• “Multiplex” Challenge</li> <li>• Team Planning</li> <li>• Organization Planning</li> <li>• Assessment: <i>FIRO-B®</i></li> </ul>	<ul style="list-style-type: none"> <li>• <i>Resiliency and Leadership:</i> Group Activity</li> <li>• Personal Reflection</li> <li>• 1 hour/45 min Individual Coaching Session</li> </ul>
<ul style="list-style-type: none"> <li>• Experiential Activity</li> <li>• Feedback That Works</li> <li>• Personality and Leadership: <i>MBTI®</i></li> </ul>	<ul style="list-style-type: none"> <li>• Leadership Multiplex Activity</li> <li>• Debrief Activity</li> <li>• <i>Managing Change: CSI®</i></li> </ul>	<ul style="list-style-type: none"> <li>• Peer Feedback</li> <li>• Sharing Goals</li> <li>• Closing Celebration</li> </ul>

## 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.

## Why CCL?

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!

For more information contact CCL LLC in Moscow:

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