Specialized Leadership Programs

Choose what fits your needs.
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Navigating Change

2 days
CSI assessment

This program gives leaders the necessary knowledge and skills to transform the initial disruptions and anxieties of change into positive potential.

Managers who decisively navigate organizational change – rather than simply react to it – help their organizations evolve and thrive at every level. Human dynamics are as important as structural processes when dealing with change, but often are the hardest part to manage.

After attending this program, participants will acquire the ability to:

- Understand personal change preferences and how they impact approaches to change leadership;
- Lead change by influencing up, down and around the organization as needed;
- Apply leadership practices, behaviors, and values to a specific complex challenge;
- Leverage the middle manager role to impact the organization’s approach to change;
- Work through the emotions of team members to engage them in the phases of change.

Results that matter to you.
CCL Innovation Leadership Program gives leaders the necessary knowledge and skills to connect innovation with results. Having a great idea isn’t enough. Ideas are the easy part. The challenge is driving them to implementation.

Successful innovators have to have knowledge and skills that will enable them to drive an idea through the levels, departments, personalities, questions and potential obstacles that can stand in the way of implementation and success.

After attending this program, participants will acquire the ability to:

- Navigate detours, potholes and roadblocks that often cause innovation to fail;
- Develop, define and package ideas with power and clarity
- Sell ideas up and across the organization;
- Function effectively as a trained innovation leader;
- Influence, communicate and collaborate with others to implement new innovation.
Coaching and Mentoring for Leaders

1-3 days

This program gives leaders the skills needed to ask the right questions, encourage exploration, build trust, listen for understanding and offer effective feedback.

Developing people in the environment of rapid change and unpredictability means more than just learning a specific set of skills. Coaching and mentoring uses informal and formal means to inspire discovery, reflection and persistence in others.

After attending the program the participants will be able to better:

• Utilize CCL’s unique coaching framework and new coaching skills that can be immediately applied;
• Manage the coaching relationship with peers and subordinates;
• Create a results-driven development plan using a powerful peer coaching process;
• Understand how personal preferences affect coaching outcomes;
• Adapt their coaching style to individual personalities, learning styles and circumstances.
Women’s Leadership Experience

4 days

Women’s Leadership Experience is a candid, exploratory, and results-driven experience that tackles provocative and timely issues facing high-achieving women leaders who are ready to rise to the next level of upper management.

The program helps participants become more adept and ready to make purposeful choices that will expand their impact within organizations.

After attending the program the participants will:

• Gain clarity on how others perceive you as a leader versus your aspiration;

• Develop behaviors that align with and support leadership brand and career direction;

• Exert greater influence over the choices you make and navigate complex relationships;

• Build and leverage strategic networks in which you engage authentically.
## CCL Portfolio of Services

### Top-Level Leader Development
- **Peak Leadership and Strategic Leadership**
- **Leading for Organizational Impact** (including Looking Glass, Inc. simulation)
- **Team of Leaders**

### Effective Senior Teams
- **MBTI Insights workshop for Management or Senior Teams**
- **Team Coaching for Management and Senior Teams**

### Talent Development Programs
- **Achieving Leadership Effectiveness**
- **Modular Leadership Development Program**

### Executive Coaching
- **Executive Coaching**

### Strategy Facilitation
- **Facilitation of Strategy Formulation and Action Planning**

### Specialized Leadership Programs
- **Navigating Change**
- **Leading Innovation**
- **Coaching & Mentoring for Leaders**
- **Women’s Leadership Experience**

### Digital Leadership Courses
- **E-learning programs**, on licensing basis

### Open Enrolment Programs (Moscow)
- **Achieving Leadership Effectiveness**
- **Looking Glass Leadership Program**
About CCL

Founded in 1970, the Center for Creative Leadership (CCL®) has a long history in leadership research, training and development. Consistently ranked as one of the world’s top leadership training institutions, each year, CCL provides leadership training to more than 30,000 individuals and 3,000 organizations across the public, private, nonprofit and education sectors worldwide.