

IMPACT REPORT

When one person realizes their full potential,
they expand the potential of everyone around them.





The Ripple Effect of Leadership in Action

Leadership is more than a skill. It's a catalyst for a brighter future. We believe in the power of leadership development to drive positive change — transforming people, strengthening organizations, and improving communities.

This report reflects that ripple effect, sharing achievements of what's humanly possible when individuals grow their mindsets and capabilities. You'll see stories about:

- 01 **Alumni** who discover their full potential to create change.
- 02 **Organizations** that grow stronger and more resilient.
- 03 **Communities** filled with leaders driving progress.
- 04 **Our team** who advances the development of leadership for the benefit of society worldwide.

The future depends on strong leadership — together, we're creating it.

96%

**of our alumni say
they're better leaders**

31

**leading industries
partner with us**

Nearly

6

**decades
pioneering the
industry's best
practices**

A Message From the President & CEO

At the Center for Creative Leadership, our mission never changes. We exist to advance the understanding, practice, and development of leadership for the benefit of society worldwide. We do that in full partnership with you — the thousands of individual leaders, organizations, communities, employees, and associates we are privileged to work with each year around the world.

But how we bring our mission to life is always changing.

Because the aspirations of leaders and the possibilities that motivate them are always evolving too.

This report chronicles our progress. It celebrates the collective, transformative impact of our groundbreaking research, global viewpoints, and innovative solutions. It shares inspiring stories about CCL alumni and organizational clients. It documents the power of our philanthropic partnerships and spotlights the work of our talented team members.

We are, in the words of our core CCL values, deeply focused on Being Our Best, Making a Difference, Staying Curious, and Rising Together. And we are grateful that you are with us on that journey.



Sincerely,

Martin Schneider

President & CEO

Center for Creative Leadership

01

Alumni

Alumni Who Rise to the Challenge

Our alumni put their learning into action in big ways — leading with confidence to drive meaningful change. We're inspired by how they ignite progress within their teams, organizations, and communities, creating a ripple effect that extends far beyond their time with us.



OUR ALUMNI

99%

**say what they learned
is relevant to their
challenges**

98%

**are fully committed to
achieving their goals 8+
weeks after their program**

98%

**say they apply what they
learned to their work**



A Leadership Journey Grounded in Self-Awareness & Growth



Over a decade ago, at the start of his leadership journey, **Mark Jensen** stepped into a role with significant responsibility — managing hundreds, eventually thousands, of people across operational functions.

With an early recognition of the importance of empathy and responsibility in leadership, he made a deliberate commitment to grow both professionally and personally.

His introduction to CCL came through the Leadership Development Program (LDP)[®] in Australia in 2013. What stood out to him wasn't a conventional curriculum — it was the power of vulnerability and self-awareness at the core of our approach.

“CCL is like looking at yourself in the mirror,” Jensen reflects. “True leadership development stems from acknowledging our imperfections. By recognizing these areas of growth, we open ourselves to continuous improvement — not just as leaders, but as individuals within our communities and relationships.”

As his responsibilities grew, so did his connection to CCL. He continued his development through a series of advanced programs, including Leading for Organizational Impact, Leading for Strategic Success, and finally, Leadership at the Peak.

“The higher I rose, the more strategic my influence became,” Jensen says. “And CCL was right there with me — tailoring the journey to match my role and goals.”

Now, as an operations executive for several years, Jensen remains an advocate for CCL's impact. He encourages peers across his global network to experience the programs for themselves.

In today's fast-changing and often unpredictable world, Jensen believes that the ability to prioritize and adapt is more critical than ever. Through CCL, he's found more than leadership training — he's found a long-term partner in growth.

“The higher I rose, the more strategic my influence became. And CCL was right there with me — tailoring the journey to match my role and goals.”

Rewriting Her Story: From Self-Doubt to Self-Confidence



This is the story that **Olivia Collins** used to tell about herself: She was burned out. Struggling. Stressed.

This is her story today: “I’m confident in my decision making and in my leadership approach. I have a heavy workload, but I’m really excited about the work that I do, and I go into each day with a more open mind and belief that it’s all achievable.”

Her mindset shift began on Day 1 of our flagship Leadership Development Program (LDP)[®]. Every participant comes to us at a different place in their story. Collins, a vice president at a US nonprofit, sought new skills to balance her workload and to help her colleagues thrive.

Seeing her personality assessment results during the program prompted her to acknowledge the parts of her story that she wanted to change. Her CCL coach reinforced that she was capable of changing her habits and writing a new story.

Collins returned to her organization with a fresh perspective on leadership and more confidence in handling difficult conversations (using our Situation – Behavior – Impact (SBI)[™] feedback model from the program). She now pays more attention to morale and takes action when she sees others exhibiting behaviors similar to how she felt before.

Her colleagues have noticed, calling her “Olivia 2.0.”

“It’s a lasting feeling that I’m eternally grateful for,” Collins says. “I feel lighter in every aspect of my life. I’m even more connected to my organization, and when I go home, I’m more present for the people I love.”

“I go into each day with a more open mind and belief that it’s all achievable.”

Collins is among dozens of alumni in the past year who attended our programs on a scholarship. Learn more about these opportunities at ccl.org/scholarships.

From Simulation to Success: The Value of Interpersonal Connections



In our leadership development business simulation, acting CEO **Siegfried Xu** realized his meeting had lost focus. He needed to redirect one team member, but he hesitated and prioritized politeness over action — hurting his team’s effectiveness.

The feedback he received when the simulation ended was straightforward: When faced with difficult decisions, he needed to be “brave” and not try to make everyone happy.

“It was the same thing my boss told me; sometimes I try to be nice to everyone, and that’s not always possible,” says Xu, director of sales for a manufacturer in Asia Pacific. “The simulation helped me better know my strengths and weakness and how to improve.”

Xu was new to his role when his company asked him to join our Leading for Organizational Impact (LOI) program in Singapore. The experience was important to his personal growth, helping him make a greater impact in his current role and preparing him for a future global leadership position.

Part of the LOI experience is Looking Glass, Inc.[®], our research-driven business simulation. It mirrors the decision-making and strategic challenges senior leaders face and showcases leadership as a social process. The focus on interactions and networks between people helped Xu better appreciate the importance of interpersonal connections for success.

“Looking Glass helped me understand how to bring all these people together and move them forward in order to drive the company in the right direction,” he says. “But it’s difficult. I realized I needed to pay more attention to the people instead of just the business.”

He’s now spending more time at work building connections. He talks more deeply to people on his team to better understand their concerns, feedback, and recommendations before making decisions. As an example, he outlines the process he used to evaluate a situation where his team’s opinion differed from senior managers’ opinions. Xu navigated these differences by using CCL’s Direction – Alignment – Commitment (DAC)[™] framework and brought together several teams to discuss the situation and future risks. He listened to understand before deciding. Together, the groups aligned on the recommendation, which Xu got approved by senior management.

“With this new approach everybody felt very engaged, their voices were being listened to, and their ideas were being valued,” he says.

Xu credits the LOI program with making him more self-aware and better able to balance people’s concerns with business priorities.

“It provided not only theoretical tools and structured frameworks but also the chance to meet different people and facilitators and get feedback from all of them,” he says. “That was very helpful for my personal development and made me much more self-aware.”

Strengthening Leadership Through Networks



The stock market was volatile. After a morning walk to reflect, **Jason Granet** sought support from a unique group of leaders.

“Sleep is not great,” he wrote in the group chat. “This is Space Mountain, up and down in the dark and not sure when the next turn is coming. But also, this is when I can make a difference. So locked in and focused ... ”

“Thank you for this safe space.”

Other leaders in the group responded with encouragement and advice. They had come together just a few months earlier, all with different backgrounds, career challenges, and reasons for attending our Leadership at the Peak (LAP) program for executives. But they shared similar accomplishments and success — and importantly, Granet says, a willingness to be open about themselves that quickly built confidence and comfort among them.

“We all took an oath somewhere along that week at LAP to look out for one another,” says Granet, chief investment officer at a US bank. “And I feel everyone is holding that up.”

It’s not unusual for our alumni to remain connected and supportive of one another years after they meet. In fact, one of the highest-rated benefits of cohort-based leadership development programs is creating new personal and professional relationships. They’re powerful sources of social and emotional support.

It’s been months for Granet and others from his cohort. Their bond remains strong. Their group chat is active. They connect individually for support and advice. One even spoke to Granet’s team at the bank, and he’s connected others to people outside the group for specific support.

The alumni group provides a unique perspective that Granet hasn’t found elsewhere. Not the emotional investment of family. Not the camaraderie of friends. Not the shared business context of co-workers. But peers with similar leadership threads who provide objective advice and support to help him find balance and create impact.

“Because of the trust and care we built, I know they have my best interest in mind,” Granet says. “But they’ll also tell me if they think I was wrong about something.”

These relationships are just one of the ways that Granet found value in his LAP experience. He left with practical tools, such as how to give better feedback during challenging situations. And changed perspectives, like being more purposeful about balancing self, family, career, and community.

He says LAP has been “unbelievably impactful” and “amazing in so many ways.”

“I’m very comfortable with self-exploration and being open, and if you do that, then the power of the program can be unbelievably high,” he says. “You meet with the facilitators, you meet with the cohort, you meet with your coach, and you meet with the mirror — and those are all important meetings to have.”

When Balance & Confidence Create Impact



Rachel Collins points to the LAP button she wore for her executive committee meeting. She shared this photo in a group chat with other alumni from her CCL program.

Her lapel button symbolized balance. When **Rachel Collins** wore it to a meeting that would help shape the future of the organization she leads, it also represented a boost in confidence.

“The CCL button reminded me: ‘You were built for this. Believe in your vision,’” Collins says. “It was the opportunity to prove to

myself that I’m where I should be.”

Collins is president and CEO of a chamber of commerce in the US. Her success during the meeting — the committee approved her strategic growth and alignment plan — was related to the reason she had the button: her participation in our Leadership at the Peak (LAP) program.

She began her LAP journey seeking a leadership development program that addressed today’s C-suite challenges. At the time, Collins also had been critical of herself, and she hoped the honest insights from the assessments of her would provide personal and professional clarity.

Here’s what she found: People trusted her and believed in her leadership. There were areas to improve, but they matched her vision to grow and align the organization. So she focused on that vision during her week at LAP, refining it through conversations with her executive coach, facilitators, and peers.

They helped her think strategically about the plan: How to delegate more and focus on bigger ideas. How to best roll it out to the team. How to address concerns about what the reaction would be.

The momentum continued. Within a week, Collins stood before her executive

committee, presenting her vision while wearing the button on her lapel.

“I was confident in the plan because I had experts around me at LAP who provided knowledge and insights on being more strategic and supporting my team to play to their strengths,” Collins says. “Now that the plan is locked in, it’s the most organized, driven, and focused our team has ever been because they’re working in their strengths versus having to operate in several different roles.”

Collins is locked in too. Her mindset shifted to better balance her personal, family, career, and community worlds — the 4 parts represented on the LAP lapel button. She’s the strategic visionary her organization needs, making the impact she envisioned as the chamber’s youngest and first female CEO.

“LAP is the most impactful thing I’ve ever done personally and professionally,” Collins says. “It gave me a moment to really pause and look inside myself, and it helped me discover what kind of leader I am. You’re always going to lead from within, and you’ve got to be whole and balanced to lead well.”

From Discomfort to Growth: The Power of Acceptance



Gina Schreiber began the week outside her comfort zone. But as she progressed through the executive leadership program, she embraced the discomfort. Her promotion to CEO of an insurance and risk management company would, at times, create similar feelings.

What she gained from the leadership journey was a better perspective of herself and how past experiences influence her decisions and interactions today.

“The week at Leadership at the Peak was profoundly meaningful because it gave me such a feeling of acceptance for all the parts of me that influence me,” Schreiber says. “It wasn’t about changing those parts of myself but recognizing when they lead me to do something. The program gave me the tools to navigate them.”

That feeling and those tools are now a part of her approach to leading as CEO. After Leadership at the Peak (LAP), she seeks to create a more personal connection with those she leads. She shares more about herself than previously and encourages others to do the same. She leans more into developing their skills and confidence — in addition to regular discussions about achieving objectives.

“My team wants me to see them as whole people and coach them around all sides of that,” Schreiber says. “People want to feel connected to each other, so let’s get to all the pieces of what makes us whole so I can help them be their best, provide support and acceptance, and let them thrive.”

One ally in her transition to CEO is continued engagement with an executive coach through the LAP program. She worked in person with the coach to gameplan specific approaches to her new role. That relationship continued

through virtual coaching.

Schreiber had worked with other coaches before, but those experiences were primarily based on the direction of her company. With CCL, she found an objective partner who focused on her needs, vision, and goals.

“She was always probing with questions to help me look at the 360-degree view of a problem and how I would introduce new ideas,” Schreiber says. “That gave me more confidence because I’d already worked through potential challenges and had a solid game plan when I became CEO.”

Overall, Schreiber credits LAP with helping her grow in a short amount of time. In addition to acceptance and confidence, the program’s emphasis on wellbeing even prompted her to walk more before work to clear her mind and ground her day.

“Every single piece of LAP is specifically designed to make people get into a mind space to take the most out of it,” Schreiber says. “It was really special to me.”

Redefining Delegation Through Trust



It may have seemed like a small shift, but to **Megan Pelletier**, it was important. In delegating more responsibility to her team, she needed to add a key message.

“The words I hadn’t said were, ‘I trust you completely,’” Pelletier says. “‘I’m here if you need me, but you’ve got this.’”

Pelletier refined this shift while attending our Leadership at the Peak (LAP) program. As the chief operations and people officer at a US community bank, she had insights into her leadership presence. LAP and its

comprehensive assessments allowed her to dive deeper.

One key learning was the need to delegate more. A simulation at LAP where she acted as CEO helped her understand the impact that her taking control had on others. She reflected with our facilitators, executive coach, and peers about what delegation should look like for her.

“How can I go from being the doer to really giving others the opportunity to do?” Pelletier says.

After the in-person program, she met with her team to acknowledge their feedback and share how she planned to use it. She began reinforcing the message of trust when she delegated work. She also began setting aside one day every 6 weeks to focus on meaningful projects away from email and the office — an idea that originated in LAP — and encouraged her team to do the same.

“A lot of what I do is coaching people, and I’ve taken some of my new perspectives and infused them into my conversations and coaching,” Pelletier says. “It’s been a positive change because they’ve had the opportunity to step up and lead in new ways.”

She calls her LAP journey an “executive sneak attack.”

“I had so many enlightening moments that I can’t pinpoint them all,” she says. “The structure around putting myself out there, being the recipient of feedback from my team and cohort, stepping away from work to invest in myself ... all of those elements made such an impact.”

“A lot of what I do is coaching people, and I’ve taken some of my new perspectives and infused them into my conversations and coaching.”

Inspiring New Perspectives & Opportunities



Betsy Barton had big ideas to help people with life-changing illnesses. She sought the opportunity to achieve them.

“I wanted to expand my role,” says Barton, then an educator at a nonprofit hospice and palliative care provider in the US. “To step into places that we hadn’t traditionally emphasized — to expand what we did, who we did it with, and how we did it.”

She found inspiration in our flagship

Leadership Development Program (LDP)[®]. Barton’s leadership coach encouraged her to present her ideas to the organization’s board of directors — an approach she had never considered.

Barton reached out to the CEO, observed a board meeting, and made a short presentation. She hoped they would see her as a leader who could advance the organization’s best interests from an unexpected role. They listened. It took time and patience, but Barton now has the expanded job she wanted, making her feel more connected to the organization’s strategic direction and more personally fulfilled.

“Because of the CCL training and the relationships that it helped me create, I was catapulted to a new level of responsibility and, most importantly, to the work that I really wanted to be doing,” Barton says. “I now have an official position to do what I see needs to be done. I love it. My passion is for providing serious illness care; I lost 3 siblings to serious diseases, so this isn’t academic for me.”

Barton credits our LDP program with boosting her confidence. Participating in the 360-degree feedback process for the

first time clarified and reaffirmed strengths. Interacting with peers in the program provided new perspectives about herself.

“Hearing all the other people in the room made me think, ‘Wow, I have a lot more to offer,’” Barton says. “My small group was awesome. The feedback I got from them really mattered because we had a deep bond.”

“We get used to seeing ourselves the way we are,” she says. “We often forget that we have much more to offer.”

02

Clients

Prioritizing Leadership: Partnering for Organizational Success

Investing in leadership development means investing in the future of people to maximize impact across your organization. We partner globally with clients to meet them where they are — addressing today's challenges and driving progress toward tomorrow's goals. These organizations emphasized leadership — and experienced the transformative power of the ripple effect.



THE IMPACT OF LEADERSHIP DEVELOPMENT

82%

**of leaders are
more effectively
contributing to their
organization's success**

87%

**of leaders are better
prepared for future
leadership roles**

83%

**of leaders are getting
greater commitment
and productivity from
their teams**

Elevating Leadership To Drive Individual & Organizational Success



When Piero Romani opened his first town hall meeting at Securitas Canada, his initial message focused on direction, alignment, and commitment. The message was consistent, clear, and part of a shared leadership language that improved interdepartmental communication and strategic alignment across **Securitas North America**.

“We aim to achieve direction, alignment, and commitment with everyone in the

organization,” says Romani, Country President for Securitas Canada. “There are 3 things, but they move us all toward one goal — getting to where we need to be from the perspective of business plans and company goals.”

Securitas recognizes that to become the modern security services leaders, they must elevate the way they lead. They’ve created a culture that emphasizes developing strong leaders to drive individual and organizational change, retain talent, and lead with innovation.

This transformation has been in partnership with CCL. Together, we created Accelerate, a 6-month development journey for regional presidents and area vice presidents. Accelerate supported a new leadership framework and the broader business strategy by establishing a strong leadership pipeline, improving employee engagement, and driving operational efficiency.

To scale leadership development across the organization, Securitas is introducing new leaders to the framework when they join the company. There are immersive in-person experiences that leverage the tools from Accelerate. There are also virtual sessions through a tailored experience that Securitas built using CCL Passport™, our library of

digital workshops and training programs.

The programs made ongoing learning and development a key part of career growth. Romani was promoted to country president after participating in Accelerate. Using CCL’s Direction – Alignment – Commitment (DAC)™ framework, he cascades company goals and communicates the strategy across Canada. The shared leadership philosophy he learned in Accelerate also helped him unify leaders across regions.



CCL’s programs are steeped in research and have very strong facilitators who truly know how to engage business leaders in pragmatic ways and share easy-to-use, practical tools that the leaders can start using right away.”

– Antonia Elliott, Vice President of Talent Development, Securitas North America

“I now work with a more diverse group in the US and globally,” Romani says. “The communication skills and feedback tools from Accelerate helped me work with these new people. It’s given everyone clarity on what needs to be done.”

Melissa Wigger, vice president of human resources for the North Central Region of Securitas USA, regularly engaged with her team on the topics she was learning in Accelerate. Intensive collaboration sessions between departments followed with plans on how to integrate what they learned into how they work together. They now meet monthly to help provide direction, alignment, and commitment

— intentional collaboration that wasn’t happening before.

Even the annual business planning process felt different because each team understood their shared responsibilities to meet goals and business needs. They turned their learnings into action.

“My team better understood the financials, the business, and their commitment to our organization’s goals,” Wigger says. “They spoke like business leaders, not just examining HR’s impacts. They couldn’t have done that without these development trainings, which helped them really understand our approach, leadership culture, and responsibilities.”



ACCELERATE IMPACT

10.5%

decrease in turnover among district managers, who report directly to the area vice presidents who completed the program

90%

of participants expressed greater confidence in improving their impact on the organization’s success

20%

increase in leadership-led process improvements, driving measurable business efficiencies

She believes improved employee retention in her region is partly due to the focus on employee development and mentorship, leading to better team performance and engagement.

“The most positive feedback I’ve received is how grateful and impactful the team feels about their individual development, how comfortable they are asking for help, how grateful they are to share best practices, and how supportive the team is,” she says. “If I lace Accelerate into everything I do, I’m providing a shared understanding of leadership and helping others do the same.”



ACCELERATE HIGHLIGHTS

- **360 Assessments & Self-Reflection:** Participants engaged in personal leadership assessments to gain insight into their leadership styles, strengths, and areas for improvement.
- **In-Person Immersion Learning:** Two-day events where senior executives provided strategic insights, facilitated peer networking, and led collaborative problem-solving exercises.
- **Executive Coaching & Mentoring:** Each participant received multiple 1:1 executive coaching sessions and participated in structured peer team consultations to refine leadership approaches.
- **Live Virtual Learning Sessions:** Interactive workshops covered topics such as leading high-performing hybrid teams, fostering an innovation mindset, and leveraging polarities.

Strengthening One Terumo Through Leadership Growth

Creating a shared understanding of how leadership works and how to approach leadership challenges across boundaries is one way that **Terumo Corporation** is driving a one-company culture.

Their partnership with CCL started in Europe and has expanded globally. It supports a One Terumo vision by helping leaders blend personal development and innovation with embracing how to lead the medical technology company into the future.

“Leadership development helps us create One Terumo across leaders at different levels and regions,” says Laure Tournefier, senior vice president of Global HR Strategy at Terumo. “Our leaders all see different challenges. The programs provide them a safe space to grow from experience and practice, then apply what they’ve learned to their different businesses and regions.”

CCL’s partnership with Terumo has included global programs for senior executives and enterprise leaders, with modules in Europe, the US, and Japan. These programs combine in-person and virtual learning, including coaching,

simulations, personal development, and Masterclasses. There are also shorter programs for specific leadership challenges.

Tournefier and Heidi Van den Broeck, a people solutions manager at Terumo Europe, say the most tangible impact includes helping leaders:

- Acknowledge polarities and manage them through thinking that embraces both / and perspectives
- Focus on how to achieve alignment in our Direction – Alignment – Commitment (DAC)[™] framework
- Provide feedback using our Situation – Behavior – Impact (SBI)[™] model

Both have enthusiastically watched as leaders stay connected after the program ends.

“They’re reaching out to each other on struggles and opportunities where they never would have thought to do so before,” Van den Broeck says. “They realize what they’re dealing with are leadership challenges, and they’re thinking about how they have a leading role to approach their work in a different way.”

Terumo leaders are also organically spreading their enthusiasm to others who didn’t attend the programs. They’re sharing their learnings across the organization — truly driving the One Terumo mindset.

“They’re reaching out to each other on struggles and opportunities where they never would have thought to do so before.”

“They’re giving back by becoming mentors and having discussions with other leaders that wouldn’t have happened without these programs,” Tournefier says. “They’re supporting each other’s growth, which is really powerful.”

From Van den Broeck’s perspective, the credibility that CCL has earned in the partnership makes it easier to gain support for her leadership programs.

“CCL brings expert leadership knowledge and challenges us,” she says. “When I bring in CCL, there is absolutely no objection. It’s a vote of trust.”



Participants in the Mirai Global Development Program For Enterprise Leaders

**BASED ON RESPONSES FROM
EXECUTIVE PARTICIPANTS IN
ONE COHORT**

94%
**increased their
awareness of how their
behavior impacts others**

87%
**increased their
effectiveness as
a leader**

Supporting & Sustaining a Community of Women Leaders



“Recognizing my value.”

“Embracing more influence, courage & vision.”

“Breaking limits.”

As women leaders at **DBS** described these and more commitments from their 6-month leadership journey, an artist illustrated each one. Together, they’re a meaningful collage of strengths, highlighting each woman’s

potential to make an impact and advance her career.

“I see courage, confidence, and an element of risk-taking,” says Joanne Hor, Chief Learning Officer at DBS. “We are opening their minds to all the possibilities available to them.”

DBS, the largest bank in Southeast Asia, is committed to a culture of continuous learning to build a future-ready workforce and drive innovation. It cultivates transformational leaders across the organization who inspire high-performing teams and nurture a supportive culture to achieve outstanding results.

The DBS Women Leadership Programme is pivotal in building, supporting, and sustaining a community of senior women leaders to further strengthen the bank’s talent pipeline. CCL partnered with DBS to design and launch the programme in 2023 for managing and executive directors.

Its design is based on research. For decades, CCL has examined gender in leadership, and we partnered with DBS on a customized survey to explore gender diversity and leadership in their organization. The survey found that the story of women leaders at DBS is positive — for example, 75% of women at DBS believe that senior male leaders are

advocates for gender equity.

The survey also revealed that the top factor hindering growth of women leaders was societal expectations related to their family responsibilities. Joanne believes this “double bind” — the disconnect between what’s expected of leaders and women — can hold women back; they may not pursue opportunities because of their sense of family responsibilities.

“I see courage, confidence, and an element of risk-taking.”

The custom Women Leadership Programme sought to address this through experience, exposure, and education that built on existing DBS initiatives. The programme architecture included:

- A week-long, in-person immersion featuring topics such as leadership brand and presence; strategic influencing; and partnerships and networks. Top DBS leaders sponsored the week, and guest speakers from outside the organization participated as well. In 2025, a leadership lab on public speaking was added to help participants apply lessons on advocacy and influence.
- Small group coaching fostered togetherness and offered different perspectives and questions to consider during and after the immersion. Each woman leader also participated in 8 hours of 1:1 executive coaching, which helped to address personal assumptions and limiting beliefs.
- Assessments both validated and surprised the leaders. They learned more about their typical approaches, motivations, and influence style.

Joanne intended for the leadership journey to create moments of discomfort to stretch

self-awareness and help the leaders use their strengths.

“If there was no discomfort, there would be no growth,” she says. “It must be inspiring and unexpected.”

The first cohort included Joanne. Besides stretching herself, she gained a valuable network of women leaders she might not have met otherwise. Participants found peers to share challenges and ideas with, along with mentors and sponsors who helped boost their growth, visibility, and impact.

They also found the courage to take risks. Joanne describes hearing from alumni who advanced their careers at DBS and across the industry thanks to what they learned. One alumna, in particular, initially doubted she could advance her career due to her family commitments.

“As she journeyed through the programme, she unpeeled layers around herself and her career,” Joanne says. “She found the strength to make a big internal move, and she’s blossomed.”

That self-revelation helps fuel strong leadership, which is a key part to sustaining a strong culture at DBS. Joanne points to the company’s record high employee engagement

score in 2024 and increased internal mobility metrics as proof points.

“When we focus on our leaders and continue to invest in them, it improves the overall workplace health,” she says. “The Women Leadership Programme gives all participants something special. They are rejuvenated and have a community to continue their journey with.”

**“If there was
no discomfort,
there would be
no growth.”**



4.8 / 5

**overall programme satisfaction
in 2024 and 2025**

4.9 / 5

**satisfaction with the new
leadership lab on public
speaking in 2025**

TESTIMONIAL

The Women Leadership Programme provides a comprehensive and impactful training experience for senior leaders. The programme covers critical areas such as leadership skills profiling, organizational leadership thought processes, and targeted presentation skillsets. These elements not only support self-reflection and personal growth but also foster strategic thinking and presence as a leader.

One of the most valuable aspects of the programme is the opportunity it creates for building strong, cross-functional networks among women leaders. This community-building element enhances collaboration and support across the women leadership community, which I find especially beneficial to connect with each other post programme.

— Jasmin Ng, 2025 programme participant

03

Community

Communities That Shine With Purpose

When leadership thrives, communities flourish. We believe remarkable leaders spark change that ripples through society, creating stronger collaboration, shared resilience, and transformative innovation. See real stories of the enduring potential of leadership to create strong communities and a more vibrant, connected world.



96%

**of social sector
alumni say they're
stronger leaders**

26

**leaders making a
difference in their
communities received
a scholarship to our
programs in FY25**

88%

**of social sector
alumni felt highly
encouraged to try
new leadership
behaviors and
approaches**

Leading the Way: Strengthening Public Health Initiatives in Africa



Dr. Daniel Nebongo needed to convince community leaders in Cameroon to help close the immunization gap for millions of children. To successfully engage these key stakeholders, he relied on the leadership skills he learned a year earlier in the **International Program in Public Health Leadership (IPPHL)**.

“The program transformed me, and it

can transform many others into better leaders,” says Nebongo, a doctor in charge of supplementary immunization activities for the Ministry of Public Health in Cameroon. “With good leadership we can solve a majority of the challenges we’re facing.”

Doctors across Africa need leadership skills to collectively transform health systems and implement lasting public policy solutions. But these skills aren’t always part of medical school training.

The IPPHL fills this gap. It’s an 8-month program for mid-career leaders who work in or with health ministries across Africa. Funded by the Gates Foundation and led by the Evans School of Public Policy & Governance at the University of Washington, CCL is the key partner and facilitator for the leadership development portion of the program.

Mary Kay Gugerty, principal investigator for the IPPHL and a professor at the Evans School, credits the program’s success to a deep commitment to collaboration. “People walk out of this program changed in incredible ways,” she says.

CCL brings global leadership expertise to help structure a curriculum that braids together personal leadership development with policy analysis, evidence, and evaluation.

BY THE NUMBERS

IPPHL alumni:

192

**public health
professionals from
33 African countries
since 2017**

Most recent cohort:

1,139

**applications — a record
for the program**

98%

**of alumni say IPPHL
enhanced their ability
to lead policy and
program change**

Our contributions include Benchmarks® 360 assessments in multiple languages, polarity management, boundary spanning, and more. Our Situation – Behavior – Impact (SBI)™ model is one of the topics that IPPHL alumni most frequently share with their colleagues.

The value and richness of the IPPHL experience is reflected in the active alumni network. Cohort members collaborate closely with one another. They refer applicants to the program, and alumni ambassadors participate in the new cohort each year. They hold reunions and communicate with one another in private message groups — one cohort even organized a webinar series on leadership.

“Learning alongside public health leaders from diverse African countries provided a rich exchange of experiences, strategies, and policy insights that have broadened my perspective on health governance,” says Dr. Anderson Flomo Jr., the Deputy Director of the Environmental & Occupational Health Program at Liberia’s Ministry of Health. “The cross-country interactions strengthened my ability to contextualize Liberia’s health challenges within the broader African landscape and adopt best practices from peers.”

Flomo credits the IPPHL with transforming his leadership approach by shifting his focus from managing tasks to leading with vision and impact.

“Before the program, I primarily concentrated on technical execution,” he says. “But now, I adopt a systems-thinking perspective, ensuring policies address root causes rather than just symptoms.”

“I’ve also embraced burning bright rather than burning out, recognizing the importance of balancing high-impact work with sustainable leadership practices. I engage more in coalition-building, leveraging networks to drive policy change at the national and international levels.”



The IPPHL contributed much to the success that I’ve had. It made me more self-aware of who I am and my leadership style.”

— Dr. Susan Nzenze-Chinyoka,
of the National Institute for
Communicable Diseases in
South Africa



Lessons in Leadership: A District-Wide Approach to Growth & Success



When did you first think about what it means to be a leader? Maybe it was in school, where you experienced leadership only if you were chosen for a leader role.

One school district is emphasizing leadership development for everyone in the system — from preschoolers to the top administrators. By creating a shared understanding of leadership, the district is setting itself apart to ensure growth and success.

“It impacts how we communicate, formally and informally, and promotes a unified voice,” says Laura Whitaker, a high school English teacher in **Surry County Schools** in North Carolina. “We want our students and staff to understand that everyone can lead. By inviting in our parents and other stakeholders, we’re creating even more impact across our community.”

The school district’s unique leadership approach is rooted in a partnership with CCL and The Edward M. Armfield Sr. Foundation, which committed \$400,000 over 5 years.

A team from Surry County Schools worked with our facilitators to create the district’s leadership framework. It includes 14 attributes categorized into 3 areas — Leading Self, Leading with Others, and Changing Your World — that are used to develop lessons for students at every school.

To ensure teachers could lead authentically, we helped create a Teacher Leadership Academy, bringing together cohorts from the district’s 19 schools. There are also Leadership Champions across the district who support the learning process.

“It’s an intense few days of giving feedback and being honest with yourself and your own skills,” says Anya Tilley-Martin, a high school teacher who participated in the academy and is also a

BY THE NUMBERS

99%

of participants feel the content they learned is relevant to the challenges they face as a leader

96%

believe they applied what they learned in their job

Based on responses from 70 participants, 8 weeks after the program with CCL.

Leadership Champion. “But I tell other teachers that it’s really one of the best programs you’ll go to.”

Whitaker, the high school teacher who previously worked as an elementary school administrator in the district, highlights the “self-aware” attribute as an example of how learning evolves as students progress — and the value of everyone using a common leadership language.

The self-aware lessons come to life differently for younger students (awareness of feelings such as joy or anger), older students (awareness of passions that may lead to career opportunities), and teachers (awareness of colleagues with strengths that can enhance lesson planning).

“We’ve talked about kindness and integrity, but never in a unified voice,” Whitaker says. “Now self-awareness is understood from ages 5 to 18. That has allowed us to have conversations that are honest and constructive around individual strengths and weaknesses.”

Mindy Oakley, executive director of The Edward M. Armfield Sr. Foundation, credits the school district’s clear vision for making leadership development a priority.

“This was very different than anything we’ve ever been asked to invest in before, but I loved it for that forward thinking,” she says. “When you consider all these interconnected people having a common way to lead themselves, lead others, and change their world ... that’s unstoppable.”

“Equipping everyone across the district to lead better creates the foundation necessary for real impact.”



We believe that everyone has the capacity for leadership, and making leadership development accessible to all will help us fulfill our mission of empowering youth to grow as citizen leaders and to achieve their dreams.”

— Dr. Travis L. Reeves, Superintendent of Surry County Schools



Giving and receiving feedback has been one of my favorite pieces of our work with CCL. All the tools we’ve been given have impacted everyone, starting with principals in their feedback meetings with our superintendent; principals providing feedback to teachers; teachers providing feedback to their colleagues; and teachers giving feedback to students. It’s the area where I grew the most.”

— Laura Whitaker, High School English Teacher in Surry County Schools

Reimagining the Future of Global Leadership



If we project backwards from 2050, what would we see? If the experience was better than we feared, what did we do right starting now?

How can we reimagine the future of leadership in today's distinctive context — an age of polycrisis?

What can prepare leaders to address unprecedented complexities, thrive in this context, and drive meaningful transformations on a global scale?

Bringing together senior business leaders, local influencers, political leaders, scholars, and leadership practitioners, CCL partnered with the **International Leadership Association (ILA)** as it continued a multi-staged journey to explore these questions.

The ILA initiated the study in 2020, recognizing that global contexts may well be outpacing the quality and effectiveness of global leadership. Since then, the ILA has used 3 stages of work to question whether global leadership remains fit-for-purpose as it continues to evolve. The work suggested that radical new behaviors may be required, and identified unexpected qualities for new leadership. CCL was the obvious partner for the fourth stage of the work, expanding the study to include Asia and focus on the business community.

“ILA and CCL both bring a passion and a unique lens to this work,” says Cynthia Cherrey, President of the ILA. “Our collective wisdom is so critical — convening and connecting others to ask the deep and hard questions in this area.”

For decades, CCL has partnered with the ILA, a global organization that brings together leadership researchers, educators, and development specialists to convene,

connect, and co-create. The partnership has evolved over the years, from conference participation and award sponsorships to CCL leaders, including CCL Executive Advisor David Altman, serving on the ILA Board of Directors.

“CCL’s work to expand individual potential for a better society aligns so well with the work that ILA does,” Cherrey says. “In Singapore, we brought together the wisdom from that area to hear what global leadership looks like from their perspective, and what associations and organizations like ILA and CCL should pay attention to now and in the future.”

During the event in April, leaders discussed the possibilities and challenges of disruption and **polycrisis**, and the need for new competencies and mindsets beyond traditional crisis management. A World Café-style exchange featured a dynamic discussion and used artificial intelligence to capture and share back in real time the collective wisdom of the leaders attending the event. Key findings were shared 2 days later with 20 regional CEOs at an AmCham CEO Council event.

Key themes emerged, including:

Challenging Assumptions — How can we

assess and innovate traditional leadership approaches for future relevance?

Leaders pushed back against their own longstanding assumptions that effective leadership is about having all the answers.

Trust and Collaboration — How should leaders prioritize and cultivate these areas in volatile environments?

Leaders saw trust as the foundation for leadership effectiveness in volatility, emphasizing transparency, vulnerability, and follow-through.

Leading and Thriving — How can leaders develop agility and adaptability to drive positive change using disruption and vision?

Leaders reframed disruption not as destruction but as an opportunity to create focused, strategic change.

Working with Complexity — What capabilities are essential for effective complex problem-solving and balancing global and local leadership?

Leaders indicated that working in complexity demands systems thinking, inclusive dialogue, and cutting through the noise.

“Even leaders who consider themselves agile and adaptive are now struggling to keep up with the pace of change and disruption,” says Elisa Mallis, CCL’s Global VP of Research, Innovation and New Content Creation. “Rather than skillsets, it’s more expansive mindsets and the capacity to stretch beyond what is tried and tested that will define the future of global leadership.”

WHAT WE HEARD



The session was so energizing. It gave me a lot of hope and optimism for the state of leadership today. The inspiration that I felt from the other leaders in the room gave me a lot of excitement for what lies ahead.”

— Dr. Hsien-Hsien Lei, CEO of The American Chamber of Commerce in Singapore



A topic close to my heart was how leaders change the way they frame risk management. It’s not that we need to know exactly what risk may impact our organization, but we need to have foresight into the ways in which the organization may have to move. That’s quite different from some of the traditional risk management that we see. This means we need to open a different dialogue with different stakeholders to lay some of the foundations so that we can react, maybe at a 70% readiness, to the noise that we know will come toward us.”

— Simon Middlebrough, CEO of Singapore Aero Engine Services Pte Ltd

WHAT’S NEXT

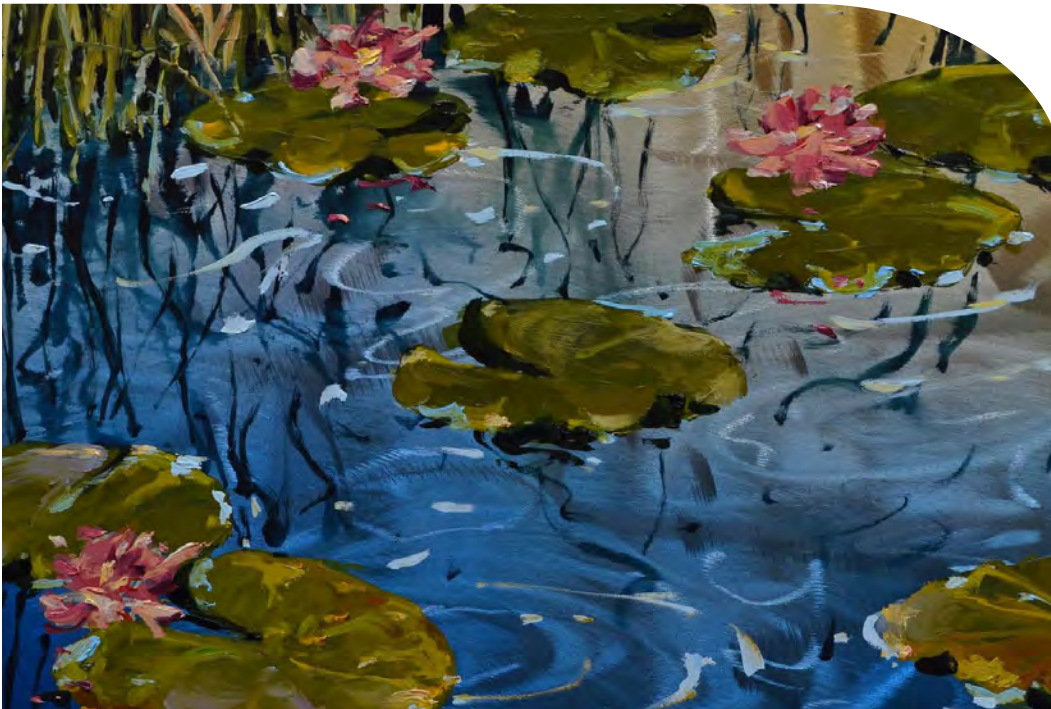
CCL and ILA will work together to create platforms — through webinars, podcast episodes, publications, and workshops — for identifying, refining, and sharing thinking about the challenge for global leaders and leaderships in this turbulent time.

04

Who We Are

Our Team: Where Passion Meets Purpose

At the heart of CCL are the people who bring our mission to life — innovative thinkers, passionate collaborators, and dedicated experts. Our unwavering commitment to advancing leadership development energizes our work, ensuring we meet the evolving needs of individuals, organizations, and communities. By rising together, we make leadership possible, creating a ripple effect of positive change that can achieve all things humanly possible.



Scott Harris - *Serenity*

OUR VALUES

Be Our Best

Stay Curious

Make a Difference

Rise Together

Research That Turns Ideas Into Action



As a pioneer in leadership research and development, we create science-based frameworks and practices that are industry standards and accelerate leadership impact worldwide.

We're committed to pursuing knowledge and believe that sharing our learnings makes leadership development more accessible and creates positive change at scale. Expanding human potential is possible when bold research lays the foundation for innovative leadership and action.

4 LEADERSHIP DEVELOPMENT QUESTIONS WE'RE EXPLORING TODAY

01. What makes employees feel listened to versus overlooked?

[Our research](#) explores how “action” is the critical differentiator between employees feeling listened to versus not. When leaders listen and then take action, employees’ perceptions of feeling listened to are more than twice as high as when leaders listen but fail to do anything with what they’ve heard. Put simply, action signals listening.

Key findings:

The bar for leadership can often feel unattainably high. But our findings help individuals develop into better leaders by offering achievable, behavior-based strategies.

- We often think that employees make assessments of listening based on in-the-moment behaviors. But their longer-term assessments of whether anything changed (for example, was action taken by their boss?) are much more influential. This means that leaders can be mediocre listeners and still be rated high on listening — if they act on what they heard.
- What counts as taking action? Research shows the definition is likely broader than most leaders realize. Finding out more about the idea, asking the employee to create a proposal, or escalating the issue to a higher level all count as action.



Listening and action are critical because they elicit more employee voice, such as suggestions, ideas, and improvements. Over time and across employees, that’s associated with greater organizational innovation, effectiveness, and learning, and better decision making.”

— Diane Bergeron, PhD
Senior Research Scientist



02. How can organizations develop leaders to navigate humanity's greatest challenges?

As organizations struggle to manage an increasingly complex business environment filled with interconnected crises, we recognize the need not only to identify the **required capabilities** for leaders, but also to understand **the deep-rooted barriers** preventing progress. For senior leaders focused on ROI and envisioning the future, this research provides a clear framework for evolving leadership development that meets current challenges while building future-ready capabilities.

Key findings:

- Leaders capable of handling multiple, overlapping challenges require 6 essential leadership skills: complex problem-solving, collaboration, transformative leadership, fairness and ethics, inner capabilities, and future orientation.
- To build critical leadership competencies, organizations must move beyond traditional crisis management and restructure their leadership development. Shifting from episodic training to ongoing, integrated development systems embedded in daily work will strengthen the leadership pipeline and improve the organization's adaptability to multiple, interconnected global challenges.



What drives me is revealing not just what leaders need to do differently, but how organizations can overcome the human and systemic barriers that have historically blocked meaningful change."

— Jean Leslie, MA
Senior Fellow & Director of
Strategic Initiatives



03. What happens when organizations treat succession planning as a long-term strategy instead of a last-minute scramble?

Organizations with proactive, clearly communicated succession strategies outperform and outlast their competition — not just in leadership continuity but in culture, innovation, and financial returns, according to [our research](#).

Key findings:

- Our analysis of cultural narratives, cross-industry trends, and scientific research reveals a critical insight. Future-fit succession plans must incorporate 3 adaptive elements: immediacy (the capacity to anticipate disruption and respond in real time); continuity (the ability to identify what about your leadership, culture, and organizational operation must endure); and generativity (the foresight to develop leaders who create value beyond themselves).
- Succession is a mindset. Communicating transitions with urgency, clarity, data, and emotional resonance reinforces resilience across the system. Even more powerful is when predecessors step in as collaborators, transferring lived wisdom rather than fading into silence. As the world reorders, this intentional approach — applied at every level — signals a future where leadership is a co-authored story. One that builds institutional trust, strengthens market value, and prepares organizations for what's next.

“

I've always been curious about how the right (or wrong) story can make or break a leader's impact. It started as I grew up watching TV shows like *Dynasty* and *Dallas*. Aside from being great entertainment, these shows were my first exposure to organizational life. They taught me about leadership and power. As I completed my doctorate in media and communication studies, I realized they were also case studies in leadership that echo across industries. The need for intentional development (*Ted Lasso*), the cost of poor planning (*Succession*), the pros and cons of inside / outside talent (*Dynasty* and *Dallas*), women in leadership (*The Good Wife* and *Running Point*) and why cultural fit matters (*Shōgun*). We're seeing the same patterns about leadership transitions and talent management in data from industry case studies and peer-reviewed research, which document trillions in market value hanging in the balance.”

— Marcia A. Dawkins, PhD
Senior Research Scientist



04. How can organizations foster neuroinclusive leadership and what are the advantages of creating a truly inclusive workplace culture?

Despite growing interest in this area, there is a lack of research addressing leadership among neurodivergent people. Our research seeks to fill this gap by redefining leadership from a neuroinclusive lens, providing insights and recommendations for developing neurodivergent leaders, and exploring how to harness their strengths as a differentiator for organizations looking to innovate, adapt, and remain competitive. Neuroinclusion benefits all employees by encouraging different ways of thinking and, in turn, fostering psychological safety and feelings of belonging.

Key findings:

- Our research indicates that neurodivergent individuals bring unique perspectives and capabilities to leadership roles.
- Organizations that cultivate neuroinclusive environments experience significant benefits, including enhanced innovation, productivity, wellbeing, and overall performance.



I'm driven to fill the knowledge gap to better educate others on ways to support neurodivergent employees and leaders. This work is deeply personal to me, as I spent years teaching and studying neurodivergent children only to discover my own neurodivergence in adulthood, well after completing my doctorate in special education. Connecting with fellow neurodivergent colleagues at CCL has strengthened my commitment to advance understanding and acceptance of neurodiversity in leadership. My dual perspective as a researcher and neurodivergent individual inspires and informs my dedication to this work."

— Sarah J. Pearsall, PhD
Senior Research Associate



Conversations as Catalysts: Transforming Leadership Through Behavior & Dialogue



Consider the conversations happening right now in organizations around the world. People are setting shared direction, coordinating across groups, and building commitment towards collective outcomes. They're asking questions. Providing feedback. Making decisions.

Leadership is a social process that involves everyone in an organization, and it happens

largely in conversations. How leaders are perceived during, and as a result of, those conversations is often a key source of feedback for them to engage more effectively.

Now consider what would happen if senior leaders knew exactly how often they spoke or asked questions during conversations. And how often they interacted with people on their team compared to other teams.

When senior leaders understand their behaviors in concrete and measurable ways, they can make data-driven decisions to refine their behaviors and create more positive impact in their organization.

This is the driving force behind a new innovative tool in our [Leading for Organizational Impact \(LOI\)](#) program. We're providing this important data to participants to help them understand how their behaviors impact others, impact leadership, and ultimately impact their organizational success.

From Data-Driven Insights to Behavioral Change

HiFi Conversation Analytics™ combines wearable technology, AI-supported data science, and shared sensemaking to help senior leaders turn insights into action.

We're using HiFi to measure leader behavior in our research-driven business simulation, Looking Glass, Inc®. This simulation invites leaders into a live case study that showcases leadership as a social process. It replicates the decision making and strategic challenges senior leaders face and emphasizes the importance of system-wide influence.

“When senior leaders understand their behaviors in concrete and measurable ways, they can make data-driven decisions.”

Here's how HiFi Conversation Analytics works:

01

Conversation Recording

An unobtrusive, wearable device records real-time conversations during Looking Glass, allowing us to shadow leaders working together in natural environments during the 5½-hour simulation.

By taking part in the Looking Glass simulation and LOI program, senior leaders see how their behaviors during conversations led to specific results. They can then refine their communication, strengthen their presence, and expand their influence — driving meaningful, lasting change across their organizations.

Research-Based Insights To Guide What Leaders Do

We're also using the HiFi data to ask and test powerful questions in support of our mission to advance leadership for the benefit of society worldwide.

For example, we know that boundary spanning is costly. Time, effort, and skill are needed to do it well — on top of everything else a leader is expected to do. Then why should leaders invest in it?

We examined the data from HiFi and found a significant and causal effect of boundary spanning on perceived influence. Individuals who cultivate and maintain 2–3 connections outside their division during the Looking Glass simulation are seen as more influential than those who don't. Put simply, one reason for leaders to span boundaries is that their teammates will see them as more influential.

We're exploring other promising research areas using the HiFi data. Since leadership is a social process, these insights will help leaders understand their role in shared accountability and show how conversations can be a key lever for leadership development.

02

Advanced Analytics & Reporting

We analyze the conversations using cutting-edge technology. Participants receive specific behavior-based feedback, plus ratings of influence from participants and feedback related to collective performance.

03

Shared Sensemaking

Our expert facilitators provide their own feedback and help participants see how their individual and collective behaviors impacted the organization during the simulation.

LEARN MORE ABOUT HOW WE'RE HELPING LEADERS MEASURE BEHAVIOR:

- [Why You Should Collaborate Across Boundaries](#)
- [Research Insights: Leadership as Conversation](#)
- [Why Leaders Can't Seem to Stop Talking](#)

A Work of Heart

How local art helps us support our community.

Scott Harris is an artist and sculptor whose works are shown in galleries and busy public places. But it's his art displayed at CCL that's created a unique connection between him and viewers.

"CCL creates a special environment where the art really stands out," Harris says. "The pieces really stick with participants."

Since 1970, we've partnered with local artists to adorn the halls of our headquarters in Greensboro, NC. Each season, new artwork is curated, displayed, and offered for sale. That's in addition to our permanent art.

The art helps shape the CCL experience. For participants, it offers a break from the classroom and an opportunity to open their minds to seeing things in a new way. For employees, the art provides fresh inspiration. For the local community, public receptions allow visitors to learn more about what we do (each reception attracts about 200 people).

And for the local artists, our halls and walls offer valuable visibility. Since 2012, sales of art in our building have exceeded \$140,000. Artists pay no commission — this is our philanthropic gift to the community.

Harris has benefited from displaying his work here multiple times. He's sold several pieces, including one with an interesting story.



Jan Holloman - *Barrel Fired Pot*



Jan McLean - *Early Breakfast Crowd*

A participant told Art Curator Laura Gibson that a CCL program was key to her career success. She had seen a painting by Harris that still resonated with her 8 years after the program. Gibson connected her with Harris to commission a painting as a reminder of her commitment to leadership.

“I appreciated that something I created stayed in her mind for so long,” Harris says.

The connection shows the lasting impact our work has on attendees and how much their surroundings mean to the learning experience, Gibson says. “We hope the local art community will always have a stage here to showcase their talents to the world.”



Scott Harris - *Brand New Day*

BY THE NUMBERS SINCE 2012

522 artists

3,021
pieces on display

576
pieces sold



Mio Winkle - *Dragonfly Over Lotus Pod*



Jean Kaplan - *Laughing Parrot*

Recent Awards



Human Capital Management Excellence Awards

Brandon Hall Group

- Silver for Best Coaching and Mentoring Program
- Silver for Best Learning Program that Supports and Promotes Diversity, Equity, Inclusion and Belonging



Top 20 Leadership Training Company

Training Industry



Top 20 Assessment and Evaluation Company

Training Industry



Learning in Practice Awards

Chief Learning Officer

Bronze for Excellence in Partnerships



Legacy of Impact for Partnership Excellence

Teach For America North Carolina



MarCom Awards

Association of Marketing and Communication Professionals

- Gold for evolving our brand strategy
- Platinum for our brand brochure
- Platinum for The (Better) Leadership Project



Family Forward NC Certified Employer®

Family Forward NC



Great Place To Work Certifications

Great Place To Work

CCL Singapore and India campuses



Network Choice Awards

Training magazine

- Leadership Development
- Measurement, Testing & Assessment

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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 leaders at every level, from community leaders to CEOs. Consistently ranked among the world's top global 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.

Meet our people where you are: ccl.org/locations.