<table>
<thead>
<tr>
<th>Program</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>The HR–Executive Suite Connection</strong>&lt;sup&gt;1&lt;/sup&gt;</td>
<td>Heads of companies, business units, divisions, or other large-scale organizations with a focus in R&amp;D, corporate strategy, finance, legal, human resources, marketing, manufacturing, customer service, and sales. Senior executives in companies of all sizes and stages—from current market leaders to fast-growing midsize firms to dynamic emerging companies.</td>
</tr>
</tbody>
</table>

---

**Organizational Leadership Programs**

<table>
<thead>
<tr>
<th>Program</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>The HR–Executive Suite Connection</strong>&lt;sup&gt;1&lt;/sup&gt;</td>
<td>Current or emerging human resources leaders from midsize to large companies.</td>
</tr>
</tbody>
</table>

---

**WHO SHOULD ATTEND**

- Current or emerging human resources leaders from midsize to large companies.
- Heads of companies, business units, divisions, or other large-scale organizations with a focus in R&D, corporate strategy, finance, legal, human resources, marketing, manufacturing, customer service, and sales.
- Senior executives in companies of all sizes and stages—from current market leaders to fast-growing midsize firms to dynamic emerging companies.
- Leaders who define and execute strategy for organizations that provide services in fields such as accounting, architecture, engineering, marketing, venture capital, investment banking, technical systems integration, law, health care, and education.
- Senior vice presidents and senior executives one to two levels from the C-suite at well-established organizations and startups of any size in any industry.
- Future-focused executives who are responsible for implementing strategic change in their organization.

---

**KEY BENEFITS**

- **Apply your human capital insights to discussions about strategic opportunities, differentiated capabilities, and competitive threats.**
- **Find new ways to compete for and leverage the best talent.**
- **Collaborate and communicate more effectively with the members of your senior leadership team.**
- **Anticipate, diagnose, and mitigate diverse problems that arise in a growing organization.**
- **Create a supportive environment that enables people to take risks, experiment, and learn from their failures.**
- **Model and encourage behaviors that drive creative thinking and collaboration.**
- **Create a culture that promotes both incremental and breakthrough change.**
- **Work with peers and upper management to facilitate cultural change and realize the potential of pioneering ideas.**
- **Anticipate, evaluate, and proactively respond to external shifts.**
- **Analyze disruptive technologies as both threats and opportunities.**
- **Recognize how leadership styles and senior team characteristics affect change.**
- **Diagnose organizational problems that hinder innovation.**
- **Build a shared vision of success around change initiatives.**
- **Differentiate your firm and offerings in the context of new competitors and changing markets.**
- **Sharpen core competencies to deliver maximum value to clients.**
- **Attract, develop, and retain talented professionals.**
- **Tailor governance, decision-making, and performance management approaches to your firm’s strategy.**
- **Understand the building blocks of organizational transformation.**
- **Apply value-based thinking to deepen competitive advantage.**
- **Build a powerful coalition of high-performing individuals and teams.**
- **Find opportunity, strength, and purpose during challenging times.**
- **Understanding how to disrupt a “winner-take-all” market.**
- **Attract, train, develop, and retain high-talent employees.**

---

**WHAT YOU WILL LEARN**

- **Prepare to engage fully in strategic senior leadership discussions as your organization’s top resource for human capital strategy.**
- **Acquire new insight into the challenges that occupy C-suite executives and how you can expand your contribution to business success.**
- **In this lab-style program, explore the social processes that enable and inspire continual company-wide innovation. Build a key leadership capability by learning how to lead creative, productive teams and how to empower others to collaborate and innovate each day.**
- **Eliminate obstacles and become an effective agent of corporate change and renewal. Delve into the challenges of leading and managing change as you learn how to create a nimble organization that balances innovation with performance.**
- **Establish market advantage and a sound bottom line by creating and communicating a strong vision and strategy, delivering outstanding client service, motivating staff, and building a flexible corporate culture that can exploit disruptive innovation and respond effectively to market trends.**
- **Become a strategic thinker who creates the conditions for their organization to thrive. Immersed in three intensive modules—two in person and one virtual—you will focus on strategy development, strategy execution, and leadership while building the skills and vision to adapt quickly to changing economic conditions.**

---

<sup>1</sup> Organizational Leadership Programs
## Personal Leadership Programs

*Continued on next page*

<table>
<thead>
<tr>
<th><strong>Program</strong></th>
<th><strong>WHO SHOULD ATTEND</strong></th>
<th><strong>KEY BENEFITS</strong></th>
<th><strong>WHAT YOU WILL LEARN</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Ascending the Peak: Finding the Leader Within—Virtual</strong></td>
<td>Mid-career professionals seeking to hone their leadership style and turn organizational challenges into opportunities for positive change</td>
<td>- Enhance your own resilience, courage, and self-discipline</td>
<td>Position yourself to lead with courage and conviction through challenging times while preparing the next phase of your career with greater purpose and determination.</td>
</tr>
<tr>
<td><strong>Authentic Leader Development</strong></td>
<td>Senior executives who want to enhance their personal leadership ability and prepare to take on greater leadership responsibilities</td>
<td>- Recognize and address your blind spots as a leader</td>
<td>Expand your self-awareness and emotional intelligence through a profoundly personal exploration. Discover, analyze, and strengthen the unique characteristics that enable you to lead with authenticity, purpose, passion, and confidence—and inspire others to do their best work.</td>
</tr>
<tr>
<td><strong>Developing Yourself as a Leader—Virtual</strong></td>
<td>Emerging leaders seeking techniques to manage leadership trajectory with 5-15 years of experience in roles of increasing responsibility</td>
<td>- Build self-awareness around your leadership profile and trajectory</td>
<td>Formulate your leadership skills to build influence and impact across your organization. Craft a strategic approach to your trajectory, grounded in your strengths, experiences, and aspirations.</td>
</tr>
<tr>
<td><strong>Growing as a Purposeful Leader</strong></td>
<td>Senior executives—one or two levels from the CEO at large companies in any industry with a sizable workforce—who are looking to embrace broader responsibilities in a challenging business environment</td>
<td>- Lead in an era in which the mission of leaders has broadened considerably</td>
<td>Become a purposeful leader who can step up to more challenging roles and lead effectively in this new era. Develop new tools to help your chosen purpose come to life, and create an environment that can unleash the potential of your organization.</td>
</tr>
<tr>
<td><strong>High Potentials Leadership Program</strong></td>
<td>High-impact, top-performing individuals at many levels—from vice presidents to program managers and team leaders—with 10-20 years of experience in roles of increasing responsibility</td>
<td>- Balance your personal leadership style with the demands of the organization without compromising your principles</td>
<td>Prepare yourself to embrace the risks and opportunities that accompany more challenging leadership roles. Learn how to build more productive teams, champion change, lead in a crisis, create a high-performance culture, and stay on the fast track throughout your career.</td>
</tr>
</tbody>
</table>
### Personal Leadership Programs (continued)

<table>
<thead>
<tr>
<th>Program</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Leadership for Senior Executives</strong></td>
<td>Senior executives and executive team members with significant management responsibilities and at least 20 years of experience • Understand the five roles of leaders: beacon, coach, innovator, change agent, and architect • Create an environment and a leadership style that bring out the best in your team • Lead organizational change</td>
</tr>
<tr>
<td><strong>Leading Global Businesses</strong></td>
<td>Executives such as CEOs, presidents, CFOs, and corporate staff officers leading global businesses • Adapt strategies and operations to the rapidly evolving global business context • Integrate global and local strengths while improving collaboration across cultures • Lead with self-awareness, cultural sensitivity, and empathy</td>
</tr>
<tr>
<td><strong>The Women's Leadership Forum</strong></td>
<td>Women in senior leadership positions in public and private companies and nonprofit organizations* • Negotiate skillfully inside and outside your company • Address personal leadership blind spots and develop leadership qualities in others • Make decisions with greater confidence and improve decision-making throughout the organization</td>
</tr>
<tr>
<td><strong>Women of Color Leadership Program</strong></td>
<td>Women of color with 7–20 years of professional experience who are being considered for roles of increasing responsibility* • Develop a personal leadership style that works for you and your organization • Create and nurture formal and informal developmental relationships • Understanding how leadership style impacts team culture, capability, execution, and innovation • Inspire others and foster their development and impact</td>
</tr>
</tbody>
</table>

**WHO SHOULD ATTEND**

- Senior executives and executive team members with significant management responsibilities and at least 20 years of experience
- Executives such as CEOs, presidents, CFOs, and corporate staff officers leading global businesses
- Women in senior leadership positions in public and private companies and nonprofit organizations*
- Women of color with 7–20 years of professional experience who are being considered for roles of increasing responsibility*

**KEY BENEFITS**

- Understand the five roles of leaders: beacon, coach, innovator, change agent, and architect
- Create an environment and a leadership style that bring out the best in your team
- Lead organizational change
- Adapt strategies and operations to the rapidly evolving global business context
- Integrate global and local strengths while improving collaboration across cultures
- Lead with self-awareness, cultural sensitivity, and empathy
- Negotiate skillfully inside and outside your company
- Address personal leadership blind spots and develop leadership qualities in others
- Make decisions with greater confidence and improve decision-making throughout the organization
- Develop a personal leadership style that works for you and your organization
- Create and nurture formal and informal developmental relationships
- Understanding how leadership style impacts team culture, capability, execution, and innovation
- Inspire others and foster their development and impact
- Sharpen your “contextual intelligence” and gain insight into the macro- and micro-level forces influencing your organization’s success. Become better able to manage uncertainty as you motivate a diverse workforce, lead breakthrough innovation, and fulfill your organization’s mission and vision.
- Expand your global intelligence in diverse realms including strategy, customer-centric marketing, and the operation of global organizations and teams. In parallel, engage in a powerful exploration that builds your self-awareness, emotional intelligence, and personal effectiveness as a leader.
- Exchange insights with an exceptional group of accomplished businesswomen as you take your management and leadership skills to the next level. Empower yourself with a realistic agenda for change in your company—and in your own approach to leadership.
- Engaged in a dynamic exploration with women of color facing similar challenges, you will discover practical steps you can take to enhance your leadership ability, foster a supportive and inclusive company culture, and empower and inspire others—all while bringing your authentic identity to work.

*While these programs are designed for women executives, and will be most beneficial to those who identify as such, they are open to all executives who otherwise fulfill the admissions criteria.