### PERSONAL LEADERSHIP PROGRAMS

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<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>
<td>• Grow more confident in your own capabilities • Recognize and address your blind spots as a leader • Learn more from feedback and the challenges you encounter daily • Lead with integrity through difficult and pressure-filled challenges • Become an empowering leader who fosters effective teamwork • Help individuals at all levels of the organization realize their leadership potential</td>
<td>• Senior executives who want to enhance their personal leadership ability and prepare to take on greater leadership responsibilities • 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>
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<td>Position 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>
<td>• Balance your personal leadership style with the demands of the organization without compromising your principles • Adjust your leadership approach as responsibilities grow and change • Build high-performance teams that are more than the sum of their parts • Receive feedback with an open mind—deliver feedback with tact • Develop relationships that help you achieve personal and professional goals</td>
<td>• 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.</td>
<td>• Adapt strategies and operations to the rapidly evolving global business context • Integrate global and local strengths while improving collaboration across cultures • Create competitive advantage by integrating the best of your organization’s global capabilities • Lead with self-awareness, cultural sensitivity, and empathy • Develop a global leadership team that reflects the diversity of its customers • Align people around your company’s mission and values • Adapt your business to current conditions and build strategic advantage • Help your organization innovate and capture new opportunities • 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 • Create a culture that thrives on diversity and change</td>
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Women in senior leadership positions in public and private companies and nonprofit organizations, including:  
• Senior executives  
• Business owners and entrepreneurs  
• Business unit leaders  
• Other senior businesswomen
# ORGANIZATIONAL LEADERSHIP PROGRAMS

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## THE HR-EXECUTIVE SUITE CONNECTION

**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.

**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
- Enable the successful execution of your organization’s strategy

**WHO SHOULD ATTEND**
- Current or emerging human resources leaders from midsize to large companies
- Particularly appropriate for: HR leaders who report to the CEO or are members of the top leadership team

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## LEADING AN AGILE WORKFORCE TRANSFORMATION

**WHAT YOU WILL LEARN**
Analyze how technological and demographic trends are affecting work, the global workforce—and your business. Make the right moves today to develop and sustain the modern, agile workforce your organization needs to achieve strategic objectives and build competitive advantage.

**KEY BENEFITS**
- Learn how to leverage new technologies such as automation and artificial intelligence
- Manage the complex relationships among technological change, job design, skill development, and organization structure
- Utilize permanent and contingent workforces, partnerships, collaboration, training, and other means to acquire the skills you need at all levels
- Build and sustain your organization's talent base
- Accommodate the changing needs of workers

**WHO SHOULD ATTEND**
- Senior leaders in diverse roles concerned with business strategy and human capital strategy for established companies with large talent pools doing business in developed economies
- Policy leaders focused on workforce development

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## LEADING AND BUILDING A CULTURE OF INNOVATION

**WHAT YOU WILL LEARN**
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.

**KEY BENEFITS**
- 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
- Unleash the collective genius of your colleagues
- 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

**WHO SHOULD ATTEND**
- Heads of companies, business units, divisions, or other large-scale organizations
- Executives with cross-functional responsibilities
- Leaders of R&D, corporate strategy, finance, legal, human resources, marketing, manufacturing, customer service, and sales

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## LEADING CHANGE AND ORGANIZATIONAL RENEWAL

**WHAT YOU WILL LEARN**
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.

**KEY BENEFITS**
- 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
- Develop more effective change strategies and make better decisions about change initiatives

**WHO SHOULD ATTEND**
- Senior executives in companies of all sizes and stages—from current market leaders to fast-growing midsize firms to dynamic emerging companies
- Recommended: Senior management teams of four to eight individuals

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## LEADING PROFESSIONAL SERVICE Firms

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.

**KEY BENEFITS**
- 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
- Optimize the use of your time and energy, achieve work-life balance, and enable your colleagues to do the same

**WHO SHOULD ATTEND**
- 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