

LEADERSHIP DEVELOPMENT PROGRAM (LDP)[®]

LEADING FROM THE MIDDLE IS TOUGH.

Your boss has priorities. Your direct reports have questions. Your business landscape is constantly disrupted. Your peers ask you for help and toss in extra projects. It's complicated to lead in a diverse and changing world — we know. The reality is that middle managers are often the glue that holds organizations together. So how do you juggle the churn and use your power and influence to get work done?

That's where we come in. The longest-running program of its kind, our Leadership Development Program (LDP)[®] is designed specifically for leaders of managers. In other words, those navigating the in-between.

Through experiential practice in a dynamic, peer-based learning environment, you'll become a stronger individual leader, team leader, and key player in your organization. You'll gain the courage, resilience, and agility to navigate the disruption, uncertainty, and complexity of today's leadership challenges. And you'll learn how to manage the pressure that organizational systems and power dynamics place on you and your team. This isn't just leadership training — it's a transformation that gives you mindsets and skillsets to handle challenges that come with work *and* life.

At a Glance

Leader Level	Mid- to Senior-Level Managers
---------------------	-------------------------------

Length	5-day intensive within a 16-week journey
---------------	--

Class Size	24
-------------------	----

Instructor / Participant Ratio	1:12
---------------------------------------	------

Format	Online or In-Person
---------------	---------------------

Location	Online Americas APAC EMEA
-----------------	------------------------------------

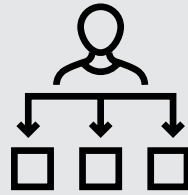
Go beyond training — *transform* your leaders and drive results that matter.

THE TRANSFORMATION STARTS HERE



ENHANCING PERSONAL GROWTH

Overcome doubts, manage conflicts, work effectively with others, tailor your impact, and have the courage to do what's right.



BALANCING PEOPLE & TASK DEMANDS

Tackle new responsibilities, build accountability, balance priorities, and develop, motivate, and retain staff.



WORKING WITHIN A LARGER SYSTEM

Influence across functions and expertise, create and maintain a positive work culture, and deliver results in a disruptive environment.

| What You'll Learn

- ✓ How to enhance your impact by building self-awareness and agility
- ✓ Methods for accelerating team performance
- ✓ Techniques for giving and receiving effective feedback
- ✓ Tools for developing resilience and leveraging the many roles and intersecting identities in your life
- ✓ Skills for building trust and leading with authenticity in a diverse and changing world
- ✓ Ways to elevate equity, activate diversity, and lead inclusively

GET READY FOR A TRANSFORMATION. Far from “leadership class in a lecture hall,” LDP is a deeply personal, human-centered, feedback-intense learning journey. You'll gain a clear perspective on who you are as a leader, discover how to find balance so you can thrive in your personal and professional environments, and forge a clear path forward with ongoing support for whatever the future may hold.

We don't just make promises, we measure impact. Both LDP alumni and their colleagues report measurable improvements across each of these areas post-program.

| Challenges Addressed

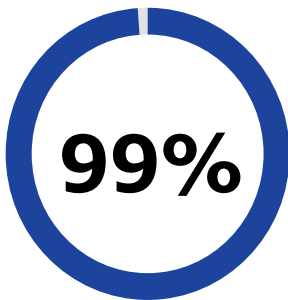
We understand the challenges faced by today's mid-to senior-level leaders, and LDP tackles them head on:

- ✓ Helping your team build resilience and avoid burning out
- ✓ Managing change in a complex, ever-shifting environment
- ✓ Maintaining a positive team culture during challenging times
- ✓ Leading teams in today's in-person, remote, and hybrid environments
- ✓ Developing others through feedback, mentoring, challenging assignments, and coaching
- ✓ Collaborating across the organization — and across the globe

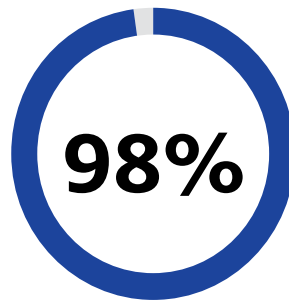
Why Choose CCL's Leadership Development Program?

- ✔ Intense, personalized feedback using a variety of validated assessment tools as well as post-program assessment and coaching to ensure your continued personal development
- ✔ Research-based content that is continually evolving to focus on the issues that matter most today
- ✔ The opportunity to build a network of supportive peers and fellow leaders who are on the same path
- ✔ Dedicated time to focus on the leadership mindsets, skillsets, and competencies that are most critical for mid- to senior-level managers

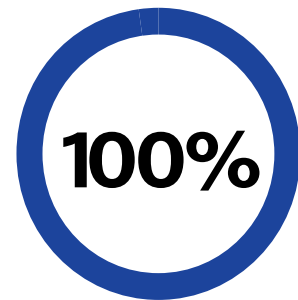
What Participants Say About Leadership Development Program (LDP)[®]



would recommend this program to a colleague



say they are better prepared for future responsibilities



report they are confident that they can achieve the goals they set during LDP



“The Leadership Development Program highly exceeded my expectations. I know that the impact will reverberate not only in my workplace, but also in my family and the community. I am leaving today with not only a greater understanding of myself as a leader of my organization, but also with an understanding of how to partner better, how to contribute more and how to live life more fully, more wholly, and with fewer regrets.”

**~ Leadership Development Program (LDP) Participant
Government Sector**



PREPARING FOR YOUR PROGRAM: BEGIN YOUR JOURNEY

Prior to participating in this program, participants will have some prework to complete. It is required that participants do their assessments and other pre-program work to ensure learning is personalized and they get the maximum benefit from their CCL experience. In the 2 weeks prior to the start of their program, participants have a live online welcome session and receive personalized learning support.

LIVE LEARNING EXPERIENCE: PROGRAM AGENDA

DAY 1	DAY 2	DAY 3	DAY 4	DAY 5
<i>Who am I?</i>	<i>How do we team up?</i>	<i>Why is this happening?</i>	<i>How do I reframe my story?</i>	<i>What's my next chapter?</i>
Understanding my unique self in a diverse and changing world.	Accelerating team achievement through inclusion, psychological safety, and feedback.	Increasing the capacity for shared direction, alignment, and commitment in organizational systems.	Finding opportunity in challenges and new solutions to systemic problems; becoming more curious, compassionate, and courageous.	Setting a new direction for myself, aligning my values with my goals, and living my purpose.

APPLYING THE LEARNING: LIVE YOUR STORY

Following the intensive program experience, learning support continues through various post-program application opportunities. LDP participants reconnect with peers at 2 weeks; receive 1:1 follow-up coaching at 4 weeks and 8 weeks to reinforce lasting behavior change; and can access resources and tools to help them meet their personalized goals for even longer.

How to get in touch

Working hard has gotten you this far. We're here to help you take your career even further. Give us a call at +1 336 545 2810 or learn more at ccl.org/LDP



Center for
Creative
Leadership