

BECOME A BETTER LEADER WITH COHORT-BASED LEARNING

Advanced Leadership is a cohort-based leadership development program designed for senior team members, VPs, Directors or high-performing mid-level managers who are preparing to move into leadership roles. It provides participants a cohort experience and shared learning platform to better understand self and others, develop key leadership proficiencies, put their leadership into action, and complete an advanced challenge.

Delivered as an in-house program, Advanced Leadership focuses on building the skills that upper-mid to senior-level leaders need to successfully manage relationships and drive organizational effectiveness. The program consists of five workshop days separated by a 90-day application period, two hours of personal coaching and an Advanced Challenge. The 90-day interval allows individuals to work through a specific, real-world issue for which they are responsible. The Challenge experience develops stronger relationships with direct reports, peers and leadership teams.

Each participant is a member of a cohort that learns together during the workshop days, provides peer support during the application period, and serves as an accountability team. The cohort creates an opportunity to demonstrate collaboration skills as it supports the growth and successful project execution of the cohort peers.

Cohorts meet no less than once a month and are designed to support the development of new and, potentially, long-standing peer advisor relationships.



The Advanced Cooperative Option

The Cooperative program is an alternative on-demand offering designed to give smaller organizations or leadership teams the benefits of a cohort-based experience in an affordable format. It brings together four to six non-competing companies to populate an Advanced Leadership session. These cohorts are made up of at least four individuals from the same company selected to learn together, support each other, and function as trusted peer advisors.

STRONG FACILITATION DELIVERS OUTSTANDING RESULTS



Claudia Busch Lee, PhD, is an organizational consultant, trainer, and executive coach. She has worldwide experience with senior leadership development, high performing teams, creativity, communication, conflict resolution, change, strategic agility, coaching, and is on the faculty of the Center for Creative Leadership.

Cynthia Lahti, The Lahti Group, is a trusted advisor and executive coach specializing in executive assessment, individual and organizational transition and strategic learning. As a leadership consultant, she helps organizations in talent management, leadership development and taking advantage of strategic opportunities.



PROGRAM OPTIONS

This program is available as either an In-house or as an on-demand Cooperative offering. The Cooperative program enables companies wanting to send a smaller cohort to do so efficiently. Cost is \$4,750 per person. A Cooperative session will be scheduled once there are a minimum of 20 participants committed. The session is capped at 24 participants. Contact us—we can help identify your organization's development needs and address options for meeting them.

