

EXPAND YOUR LEADERSHIP MINDSET

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 is designed for senior team members, VPs, Directors, and high-performing mid-level managers who are preparing to move into more senior 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.

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 Leadership program creates an opportunity for leaders to develop relationships with people in all areas, specifically those outside their own functions. These relationships help broaden their perspectives and recognize the common struggles that create bonds between them. Cohort members generally express the desire to maintain and build on the connections formed in class because they share a common understanding of leadership behavior and want to reinforce it going forward.

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.

Elfego Gómez III, principal in Gómez & Associates, specializes in the design and facilitation of initiatives to develop the next generation of leaders, supplant team discord with high performance, and synchronize organizational vision and direction. He is an adjunct faculty member with Duke Corp. Education and the Center for Creative Leadership.



THE COOPERATIVE PROGRAM

Our Advanced Leadership program is a cohort-based, live session to be held in Lake Oswego, OR. In-house options are also available. Designed to include cohorts of 4 to 6 individuals from non-competing companies, the program enables companies to enroll one or more cohorts of at least 4, as needed. Cost is \$4,750 per person. The session is capped at 24 participants.

The Cooperative meets for three consecutive days, followed by a 90-day Practicum & Coaching period. At the end of the practicum, participants attend two final days for a Challenge report and summary. **We are currently registering for a May 10 start. The deadline for registration is March 15, 2022.** Between 3/15 and 5/10, assessment data will be collected to provide a basis for coaching during the practicum .

