

STANFORD EXECUTIVE PROGRAM: INDIVIDUAL LEADERSHIP SKILLS DEVELOPMENT

(Optional program enhancement)

Tuition: \$5,800



CONTENT OVERVIEW

In order to provide an even more personalized and powerful learning experience, the Stanford Executive Program has partnered with CLG to offer coaching for individual leadership skills development. The objective of the Stanford Executive Program is to build leadership skills that equip participants to drive immediate and lasting results when they return to their organizations. To accelerate the implementation of program content, participants have the option to purchase executive coaching. This program component includes a 360-degree feedback session and self-assessment, followed by the development of a personal 100-Day Leadership Action Plan based on your own specific business objectives. Through a combination of in-person and virtual sessions, you and your coach will meet during the program to develop your individualized plan, and then again in one-on-one sessions following the program to accelerate your progress upon your return to your organization.

KEY TAKEAWAYS

- Enhance specific business performance
- Execute key strategies well
- Implement strategic initiatives with maximum support/minimum resistance
- Align and strengthen organizational processes
- Overcome blind spots
- Develop your direct reports
- Enhance your team's effectiveness

FACULTY DIRECTOR

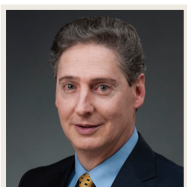


Larissa Tiedens, Jonathan B. Lovelace Professor of Organizational Behavior at the Stanford Graduate School of Business, conducts research primarily in two areas: (1) the psychology of social hierarchies and (2) the social context of emotion. She is specifically interested in the psychological processes involved in the creation and maintenance of hierarchical relationships. Her work on emotion is concerned with the effects of emotion on social judgment and with relations between social roles and emotions.

OUR PARTNER: CLG

CLG is a global leader of behavior-based strategy execution and performance improvement consulting. CLG provides leadership skills development coaches and consulting to senior executives at many Global 500 companies to help them achieve superior business results through the unique application of the principles of Applied Behavioral Science.

CLG LEADERSHIP



Steve Jacobs, Chairman and Senior Partner, CLG, works with senior executives who are ultimately accountable for the speed, return, and sustainability of major strategic initiatives with international applications. Steve and his team of expert executive coaches specialize in large-scale strategic change initiatives with senior management, building companies' ongoing implementation capabilities, and providing executive coaching with 24/7 availability.

WHO SHOULD PARTICIPATE

This offering is targeted to those participants interested in fully understanding and leveraging their leadership strengths, identifying and building additional leadership skills, and developing a clear plan that incorporates best practices for executing Stanford Executive Program learnings.

"I created a detailed Roadmap during SEP and my coach was instrumental in helping me translate that Roadmap into a concrete action plan for my return to work. Re-entry can be challenging, and preparing with my coach for the first conversations with my manager and team, as well as colleagues, about my SEP experience and the changes I planned to implement were extremely useful. I feel strongly that the coaching sessions were a terrific supplement to the program, and I would highly recommend taking advantage of the opportunity. I valued the SEP coaching experience so much that I plan to personally maintain the coaching relationship in the future."

**David Chitty, Managing Director,
Credit Suisse**

OVERVIEW OF THE INDIVIDUAL COACHING SESSIONS

SESSION 1 MAKE IT® Clear I		SESSION 2 MAKE IT® Clear II		SESSION 3 MAKE IT® Real		SESSION 4 MAKE IT® Happen I		SESSION 5 MAKE IT® Happen II	
At Stanford Week 2		At Stanford Week 4		Circa 10 Days After Re-entry		Circa 40 Days After Re-entry		Circa 70 Days After Re-entry	
Virtual — 45 min.		Face to Face — 90 min.		Virtual — 60 min.		Virtual — 60 min.		Virtual — 60 min.	
<ul style="list-style-type: none"> Establish relationship and confirm objectives Preview Action Plan for implementing SEP learning 3 Action Plan streams: <ul style="list-style-type: none"> <i>Individual leadership practices</i> <i>Leadership team performance</i> <i>Organizational impact</i> 		<ul style="list-style-type: none"> Review implications of 360 feedback and self-assessment Confirm Action Plan for implementing SEP learning Introduction to DCOM® organizational gaps diagnostic results and planning tool Discuss re-entry strategy in light of individual and organizational goals Draft re-entry strategy 		<ul style="list-style-type: none"> Checkpoint: Re-entry effectiveness Finalize Coaching Action Plan, including leading progress indicators Identify strategies for aligning leadership team (LT) with SEP participant's vision Optional snapshot readiness assessment for use in aligning LT Clarify specific new behavior expected of LT members, with implications for Leader's practices Confirm specific "Next 30 Days" commitments 		<ul style="list-style-type: none"> Checkpoint: Progress on leadership objectives and alignment of LT Clarify performer groups and new high impact behavior needed to achieve targeted business results Identify Leader/LT actions to initiate organizational improvements and desired new behavior Scope of above to include: <ul style="list-style-type: none"> <i>Metrics</i> <i>Communication plan</i> <i>Barrier removal actions</i> The "science" behind accelerating execution and impact Aligning formal and informal consequences Confirm specific "Next 30 Days" commitments 		<ul style="list-style-type: none"> Checkpoint: Progress on leadership objectives Checkpoint: Anecdotal progress on initial organizational impact Deep dive on unique execution challenges, applying SEP learning where appropriate Snapshot assessment on "Making It Last" strengths and weaknesses Develop draft of continuous improvement and sustainability plan (with starter set supplied by CLG) Confirm 6-month, 9-month, 12-month milestones and checkpoints 	

Primary Areas of Focus

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