

Stanford Executive Program: Individual Leadership Skills Development

Optional program enhancement
Fee: \$5,900

OVERVIEW

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. Over the course of six weeks, the Stanford Executive Program will help you broaden your vision, navigate critical business challenges, and ignite change both personally and professionally. To accelerate the implementation of program content, you 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. Improvements in leadership practices are measured six months into the coaching engagement through a follow-up 360-degree feedback assessment.

KEY BENEFITS

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

FACULTY DIRECTOR

Larissa Tiedens, the Jonathan B. Lovelace Professor of Organizational Behavior and Senior Associate Dean for Academic Affairs at Stanford Graduate School of Business, focuses her research in two areas—the psychology of social hierarchies and the social context of emotion. Most recently, Tiedens has focused on the processes involved in the spontaneous emergence of hierarchies and on the emotional and psychological benefits these hierarchies provide. Her research has appeared in a number of journals in social psychology and organizational behavior.

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 ATTEND

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

TAKE THE NEXT STEP

For more information, or to apply to the Stanford Executive Program: Individual Leadership Skills Development, please visit gsb.stanford.edu/exed/sep.

Overview of the Individual Coaching Sessions

Session 1	Session 2	Session 3	Session 4	Session 5	Session 6
<p>MAKE IT® Clear I</p> <p>At Stanford Between Weeks 2/3</p> <p>Face to Face — 90 min.</p> <ul style="list-style-type: none"> Establish relationship, and confirm objectives Review implications of Q4 LeadershipSM and self-assessment Draft action plan for implementing SEP learning Three action plan streams: <ul style="list-style-type: none"> Individual leadership practices Leadership team performance Organizational impact 	<p>MAKE IT® Clear II</p> <p>At Stanford Week 5</p> <p>Face to Face — 60 min.</p> <ul style="list-style-type: none"> Review implications of Q4 LeadershipSM 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 	<p>MAKE IT® Real</p> <p>Circa 10 Days After Re-Entry</p> <p>Virtual — 30 min.</p> <ul style="list-style-type: none"> Checkpoint: Re-entry effectiveness Finalize Coaching Action Plan (CAP), 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 	<p>MAKE IT® Happen I</p> <p>Circa 40 Days After Re-Entry</p> <p>Virtual — 30 min.</p> <ul style="list-style-type: none"> Checkpoint: Progress on leadership objectives and alignment of LT Clarify performer groups and new High-Impact BehaviorSM 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"> Metrics Communication plan Barrier removal actions The “science” behind accelerating execution and impact Aligning formal and informal consequences Confirm specific “Next 30 Days” commitments 	<p>MAKE IT® Happen II/MAKE IT® Last I</p> <p>Circa 70 Days After Re-Entry</p> <p>Virtual — 30 min.</p> <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 learnings where appropriate Snapshot assessment on MAKE:IT® Last strengths and weaknesses Confirm specific “Next 30, 60 Days” commitments 	<p>MAKE IT® Last II</p> <p>6 Months After Re-Entry</p> <p>Virtual — 60 min.</p> <ul style="list-style-type: none"> Review implications of 360 feedback re-assessment Develop draft of continuous improvement and sustainability plan (with starter set supplied by CLG) Confirm 6-month, 9-month, and 12-month milestones and checkpoints
Primary Areas of Focus					

The MAKE:IT® Model and DCOM® are registered service marks of CLG.

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