

LEADERSHIP DEVELOPMENT PROGRAM (LDP)[®]



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

LEADING FROM THE MIDDLE IS TOUGH.

The boss has priorities, and direct reports have questions. Your business landscape is constantly disrupted. Peers ask 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 they juggle the churn, handle competing priorities, and use their 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, each participant becomes a stronger individual leader, team leader, and key player in the organization. They gain the courage, resilience, and agility to navigate the disruption, uncertainty, and complexity of today's leadership challenges. And they learn how to manage the pressure that organizational systems and power dynamics place on them and their teams. This isn't just leadership training — it's a transformation that gives participants new mindsets and skillsets to handle challenges that come with work *and* life.

At a Glance

Leader Level	Mid- to senior-level leaders
Length	5-day intensive within a 16-week journey
Class Size	24
Instructor / Participant Ratio	1:12
Format	In person or Live online
Location	Online Americas APAC EMEA



The Transformation Starts Here



ENHANCING PERSONAL GROWTH

Overcome doubts, manage conflicts, work effectively with others, maximize 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, create and maintain a positive work culture, and deliver results in a disruptive environment.

WHAT PARTICIPANTS LEARN

- How to enhance 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 their many roles and intersecting identities
- 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. Participants gain a clear perspective on who they are as leaders, discover how to find balance to thrive in personal and professional environments, and forge a clear path forward with ongoing support for whatever the future may hold.

CHALLENGES ADDRESSED

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

- Helping teams build resilience and avoid burning out
- Managing change in a complex, ever-shifting environment
- Maintaining a positive 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

**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.**





WHAT PARTICIPANTS SAY ABOUT OUR LEADERSHIP DEVELOPMENT PROGRAM (LDP)[®]

99%

would recommend this program to a colleague

98%

say they are better prepared for future responsibilities

100%

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

WHY CHOOSE OUR LEADERSHIP DEVELOPMENT PROGRAM?

- The world's longest-running and most widely recognized program of its kind
- Highly personalized feedback using a variety of validated assessment tools, as well as post-program assessment and coaching to ensure continued personal and professional 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



“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 THE PROGRAM: BEGIN THE JOURNEY

Prior to the live program, participants prepare for the experience by completing the required online pre-work. This includes inviting their 360-degree feedback raters, taking their self-assessments, completing their micro-learning lessons, and attending a live online welcome session. This preparation ensures maximum benefit from the program and supports personal and professional growth.

ENGAGING IN THE EXPERIENCE: PROGRAM AGENDA

DAY 1	DAY 2	DAY 3	DAY 4	DAY 5
<i>Understanding Yourself in a Diverse & Changing World</i>	<i>Accelerating Team Achievement & Belonging</i>	<i>Increasing Capacity in Organizational Systems</i>	<i>Finding Opportunity in Challenges & Solutions to Systemic Problems</i>	<i>Setting a New Direction</i>
Who am I? Understanding my unique self in a diverse and changing world.	How do we team up? Accelerating team achievement through inclusion, psychological safety, and feedback.	Why is this happening? Increasing the capacity for shared direction, alignment, and commitment in organizational systems.	How do I reframe my story? Finding opportunity in challenges and new solutions to systemic problems; becoming more curious, compassionate, and courageous.	What's my next chapter? 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. Participants receive 2 personalized follow-up coaching sessions to reinforce lasting behavior change; have opportunities to reconnect with program peers; and get access to toolkits, job aids, and other resources to help them understand their 360 feedback data, plan their next steps, and sustain their learning.

How to get in touch

Leaders need support to succeed.
We're here to provide it.

Give us a call at +1 336 545 2810
or learn more at ccl.org/LDP

