

LEADERSHIP DEVELOPMENT PROGRAM GUIDE



Our Approach

At the Center for Creative Leadership (CCL)[®], our human-centered, world-class leadership training prepares leaders to tackle real-world challenges.

As a nonprofit, we strive to make the world a better place through more effective leadership. Grounded in ongoing research and 50+ years of experience developing successful leaders, our transformational leadership experiences produce meaningful, real, and lasting impact. We address the specific challenges faced at each level of leadership — whether you're just starting out, leading from the middle, or running a global organization.

DECADES OF EXPERIENCE

We are an organization with a timeless mission and track record of success. Since 1970, we've pioneered the best practices in the leadership development industry and proven our ability to innovate in the face of change, remain resilient in a rapidly changing world, and forge a positive path forward for all.

INDUSTRY-LEADING RESEARCH

For more than 5 decades, our team of leadership development experts have been conducting original scientific research advancing the field to develop the leaders of today and tomorrow. The result? One of the largest leadership research databases in the world and a rich body of evidence-based insights used to accelerate leadership performance.

WORLD-CLASS EXPERTISE

As a top-ranked global provider of executive education and leadership training, we are consistently recognized by publications such as Training Industry, the Brandon Hall Group, European Foundation for Management Development, and the Financial Times.

GLOBAL PERSPECTIVE

With campuses, faculty, staff, and coaches worldwide, we have the capability to design and deliver relevant solutions both globally and locally. Our diverse work with organizations of all sizes across every industry gives us a global perspective as we bring leadership development to 160 countries in over 50 languages.

160

COUNTRIES

where we've conducted programs

50+

languages available for content delivery

1,000,000+

alumni worldwide and counting

96%

of our participants say they're stronger leaders

2/3

of the Fortune 1000 have worked with us

50

YEARS

pioneering the industry's best practices



You don't just go through a leadership program. You go through a **transformation.**

Our open enrollment programs are designed for everyone, from emerging leaders just learning the fundamentals to experienced leaders managing large teams or organizations. We provide the tools needed to succeed now and ongoing support for the future. What sets our programs apart?



PERSONALIZED ATTENTION

High faculty-to-student ratios and interactive activities ensure ample individual focus.



ASSESSMENT FEEDBACK

Others' observations provide opportunities to reflect on current strengths and areas for future growth.



RIGOROUS RESEARCH

All course content is evidence-based, informed by both decades of seminal knowledge and newest research insights.



EXPERIENTIAL LEARNING

Engaging, interactive activities offer opportunities to practice new behaviors and learn by doing.



PSYCHOLOGICAL SAFETY

An intentionally-structured, feedback-rich environment allows for candid sharing, learning from mistakes, and learning from others.



GOAL-SETTING

Frequent opportunities to reflect help ensure creation of a plan for integrating and applying learnings into everyday life after the program.



PEER LEARNING

Interactions with others create opportunities to discuss shared challenges and complementary strengths.



CREDENTIALS

Alumni of our leadership programs can get CEUs, HRCI credits, and/or digital badges.



HOLISTIC APPROACH

Programs emphasize the importance of personally-meaningful values and whole person wellness (family, career, self, and community).



SKILLSETS & MINDSETS

Experiences intentionally foster the skills, perspectives, identities, and attitudes leaders need to thrive.

**Your
Leadership
Journey
Never Stops.**



Our exclusive alumni community provides access to continuing support, development, and learning opportunities. Membership is included in the tuition price — because we're with you for your entire leadership journey.



Explore Programs by Leader Level

This leadership development program guide is an at-a-glance overview of our flexible suite of open enrollment programs that target the specific challenges faced by 5 levels of leaders:

CHALLENGES FACED & COMPETENCIES NEEDED			
LEADER LEVEL	PERSONAL GROWTH	PEOPLE & TASK DEMANDS	WORKING WITHIN A LARGER SYSTEM
<p>1 LEADING SELF</p> <p>Individual Contributors, Professional Staff, and Emerging Leaders</p>	<ul style="list-style-type: none"> Cultivate self-awareness, learning agility, influence, and communication skills. 	<ul style="list-style-type: none"> Limited Influence Workforce Constraints <p>RECOMMENDED PROGRAMS:</p> <ul style="list-style-type: none"> Lead 4 Success® (The Fundamentals of Leadership) 	<ul style="list-style-type: none"> Support for Change Strategic Alignment
<p>2 LEADING OTHERS</p> <p>First-Level Managers</p>	<ul style="list-style-type: none"> Encourage mindset shifts needed to effectively lead others. Elevate the importance of delegating. 	<ul style="list-style-type: none"> First Time Managing People New to Positional Authority Peers as Team Members Limited Influence Team Performance Employee Engagement Competing Priorities <p>RECOMMENDED PROGRAMS:</p> <ul style="list-style-type: none"> Frontline Leader Impact Maximizing Your Leadership Potential 	<ul style="list-style-type: none"> Deficient Operational Processes Change and Instability
<p>3 LEADING MANAGERS</p> <p>Mid-Level Managers & Experienced Leaders</p>	<ul style="list-style-type: none"> Reveal interpersonal blind spots and opportunities for growth when collaborating with others. Cultivate mindset shifts needed for complex and strategic problem solving. 	<ul style="list-style-type: none"> New or Ambiguous Responsibilities Accountability for Others' Work Competing People and Project Priorities Developmental Gaps: Theirs and Others Staffing Issues <p>RECOMMENDED PROGRAMS:</p> <ul style="list-style-type: none"> The Leadership Development Program (LDP)® 	<ul style="list-style-type: none"> Cross Functional Influence Adverse Work Environments Challenging Business Context
<p>4 LEADING THE FUNCTION</p> <p>Senior Leaders of Organizational Functions or Divisions</p>	<ul style="list-style-type: none"> Reveal interpersonal blind spots and increase self-awareness needed to navigate complex challenges. Learn tools and best practices for strategic thinking. 	<ul style="list-style-type: none"> Transition into a New Role Talent Pipeline Issues <p>RECOMMENDED PROGRAMS:</p> <ul style="list-style-type: none"> Leading for Organizational Impact 	<ul style="list-style-type: none"> Process Improvement across Groups Tense and Complex Situations Problems with Upper Management Limited Market/Sales Growth Changing Internal/ External Environment Resource Constraints and Financial Instability
<p>5 LEADING THE ORGANIZATION</p> <p>Executives Leading the Enterprise</p>	<ul style="list-style-type: none"> Maximize core leadership skills needed to clarify organizational vision. 	<ul style="list-style-type: none"> Strategic Responsibilities Lack of Cooperation Organizational Talent Issues <p>RECOMMENDED PROGRAMS:</p> <ul style="list-style-type: none"> Leadership at the Peak 	<ul style="list-style-type: none"> Dynamic Business Environment Organizational Readiness amid Uncertainty



Explore Programs by Format



**LEADING
SELF**



**LEADING
OTHERS**



**LEADING
MANAGERS**



**LEADING THE
FUNCTION**






**LEADING THE
ORGANIZATION**

Our leadership development programs focus on the skills and mindsets necessary for success at each level of leadership.

We create an environment that allows participants to have real, human connections — enabling action and change on a truly personal level. We leverage our proven content, innovative instructional design, and world-class facilitators to create long-lasting impact and meaningful positive change.




Explore our programs for developing leaders at every step of the journey.

CORE DEVELOPMENT PROGRAMS

COURSE	DELIVERY METHOD	WHO SHOULD ATTEND	DESCRIPTION	TRAINER/ PARTICIPANT RATIO	LENGTH OF PROGRAM	LOCATIONS & PRICING
LEAD 4 SUCCESS® ccl.org/14s 	Live Online	First-time managers or emerging leaders without direct reports	Moves leaders from average to high performing by developing the 4 fundamental skills (self-awareness, learning agility, influence, and communication) that leaders at any level need to master for success	1:12	16 hours— 4 half days	Online
FRONTLINE LEADER IMPACT ccl.org/fli 	Moderated Online	Leaders of individual contributors	Expands your leadership experience while focusing on 6 key competencies that are essential for all frontline managers to master	1:24	18 hours self paced over 6 weeks	Online
MAXIMIZING YOUR LEADERSHIP POTENTIAL ccl.org/mp 	Live Online Or In Person	Leaders of individual contributors	Guides participants in making the shift from successful individual contributor to effective manager by learning to understand others, motivate others, and meet the needs of diverse teams	1:12	Online: 20 hours over 5 days In Person: 2.5 full days	Online Americas APAC EMEA







COURSE	DELIVERY METHOD	WHO SHOULD ATTEND	DESCRIPTION	TRAINER/PARTICIPANT RATIO	LENGTH OF PROGRAM	LOCATIONS & PRICING
Leadership Development Program (LDP)[®] ccl.org/ldp 	Live Online Or In Person	Experienced leaders who lead other managers or senior professional staff	Strengthens your ability to manage complexity, balance competing priorities, and collaborate—up, down, and across the organization—to drive tangible results	1:12	5 day intensive, within a 16-week journey	Online Americas APAC EMEA
Leading for Organizational Impact: The Looking Glass[®] Experience ccl.org/loi 	In Person	Senior leaders of organizational functions or divisions	Enhances your ability to lead while balancing tactical concerns with strategic priorities to improve decision-making	1:8	5 days	Americas APAC EMEA
Leadership at the Peak ccl.org/lap 	In Person	Top executives leading the enterprise	Maximizes personal leadership power to develop clear action plans for organizational challenges, clarify organizational vision, and improve external influence skills with boards, shareholders, partners, and critical stakeholders	1:8	5 days	Americas APAC EMEA

 LEADING SELF
  LEADING OTHERS
  LEADING MANAGERS
  LEADING THE FUNCTION
  LEADING THE ORGANIZATION



SPECIALIZED PROGRAMS give leaders an immersion into specific leadership topics. These highly focused experiences help leaders apply what they learn to their current situations — and to their future goals.

SPECIALIZED PROGRAMS						
COURSE	DELIVERY METHOD	WHO SHOULD ATTEND	DESCRIPTION	TRAINER/PARTICIPANT RATIO	LENGTH OF PROGRAM	LOCATIONS & PRICING
Better Conversations Every Day™ ccl.org/bce 	Live Online	Everyone at every level of an organization	Creates a common mindset, skillset, and language and equips leaders with the tools to break down communication barriers and bring your business strategy to life	1:24 Participants also work in small groups of 4 each paired with an executive coach	Kickoff + 8 hours over 2 days	Online
Assessment Certification ccl.org/acc 	Moderated Online	HR managers, executive coaches, and consultants	Prepares you to design, implement, and facilitate feedback using CCL's 360-degree assessments and includes lifetime access to an online resource library	Rolling enrollment	10 hours self paced over 90 days	Online

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  LEADING OTHERS
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What Our Clients Are Saying

At CCL, we measure success by lives touched and impact made. That's why the organizations we work with and the leaders we empower consistently tell us the same thing: their experience with us isn't just a game-changer, it's a life-changer.



**But don't just take
our word for it —
take theirs.**



“This program has provided me a wider perspective on leadership. It has also changed my view on the role of a leader and has provided me the necessary practical tools to use immediately at the workplace.”

— Zhiquan Yeo,
Acting Group Manager, Science and Engineering Institutes,
Maximizing Your Leadership Potential participant

“This is by far the most effective, insightful, and engaging program you will ever attend if you're looking to improve your leadership skills.”

— James Moniak,
Senior Account Manager, Moonlighting Solutions,
Lead 4 Success® participant

“If you want to make a deep and meaningful change to get you to the next level, join this program!”

— Alexandra Betesh,
Vice President of Client Services, Visual Lease,
Leading for Organizational Impact participant

“Leadership at the Peak was a paradigm-changing experience for me. It has directly applicability to my team, my company, and my family. It was a deeply personal experience that has made me a better leader, husband, and father. I am grateful to the entire team at CCL for the incredible experience they have afforded me. Thank you!”

— Justin Mahilk,
Senior Vice President, IAA,
Leadership at the Peak participant

“Over the course of my career I have taken many leadership seminars, read many books, and listened to advice from some of the best in leadership development. This course was one of, if not the most, important and valuable week of training I have ever received as a leader.”

— Chuck Lane,
Director of Training and Education, BluSky Restoration,
Leadership Development Program participant

Insights & Impact

98%

of participants are satisfied with their program experience

98%

of participants report they are still fully committed to achieving their goals 8 weeks after their program experience

97%

of participants said the content they learned was relevant to the challenges they face



CONTACT US TODAY OR VISIT
www.ccl.org/programs
TO LEARN MORE.



CCL Locations

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The Center for Creative Leadership (CCL)[®] is a top-ranked, global, nonprofit provider of leadership development. Over the past 50 years, we've worked with organizations of all sizes from around the world, including more than 2/3 of the Fortune 1000. Our cutting-edge solutions are steeped in extensive research and our work with hundreds of thousands of leaders at all levels.