

## Optional Program Enhancement

Fee: \$5,600

# STANFORD EXECUTIVE PROGRAM

## INDIVIDUAL LEADERSHIP SKILLS DEVELOPMENT

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 will now have the option to purchase executive coaching.

### OVERVIEW

This new 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. You and your coach will meet during the latter part of the program to develop your individualized plan, and then again in virtual 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

### WHO SHOULD PARTICIPATE

The Individual Leadership Skills Development component can enhance the overall Stanford Executive Program experience for participants who want to take advantage of the opportunity to work with an expert executive coach. Your executive coach will help you fully understand and leverage your leadership strengths, identify and build additional leadership skills, and assist you in developing a clear plan that incorporates best practices for executing Stanford Executive Program learnings.

### FACULTY DIRECTOR

#### Larissa Tiedens

*Jonathan B. Lovelace Professor of Organizational Behavior*

Professor Tiedens' research is 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

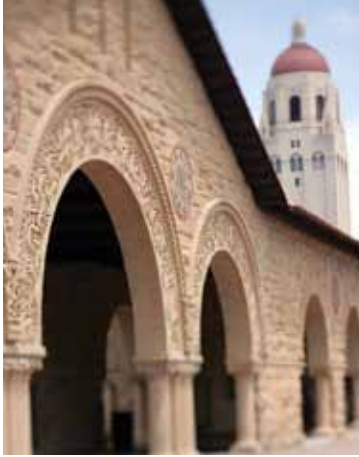
CLG is a global leader of behavior-based strategy execution and performance improvement consulting. CLG provides leadership skills development coaches and consulting to senior executives at many Global 500 companies to help them achieve superior business results through the unique application of the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

### CLG LEADERSHIP

#### Steve Jacobs

*Chairman and Senior Partner, CLG*

Steve Jacobs 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.



"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. Reentry 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."

\* DAVE CHITTY / MANAGING DIRECTOR / CREDIT SUISSE

"As the program came to a close, I was eager and ready to put the knowledge I acquired during SEP to work in my organization. With my coach, I carefully analyzed the results of my 360-degree assessment and developed a solid reentry plan that would keep the assessment results top of mind and make the most of the leadership skills I gained in SEP. My subsequent coaching sessions have served as great benchmarks for my progress in implementing my action plan. I would highly recommend enrolling in the Individual Leadership Skills Development course as part of SEP."

\* GONZALO UNDURRAGA / SENIOR VICE PRESIDENT, LAN.COM & DIRECT CHANNELS / LAN AIRLINES

The Individual Leadership Skills Development component is especially valuable to Stanford Executive Program participants who are interested in leveraging their investment of time in the program to fully realize its benefits. It will enhance your overall experience by providing an opportunity for expert executive coaches to provide support while working closely with you to fully understand and utilize your leadership strengths, as well as to help you identify and build additional leadership skills. Your executive coach will assist you in developing a clear plan that incorporates best practices for executing Stanford Executive Program learning.

## WHAT'S INVOLVED

- An individualized action plan to implement Stanford Executive Program learning by incorporating key execution success factors.
- A standardized, online 360-degree feedback assessment to provide participating leaders with targeted and quantifiable feedback on their impact from their boss, peers, and direct reports. A comprehensive, research-based self-assessment augments the 360-degree feedback.
- In-person, one-on-one coaching meeting during the program. The coach facilitates feedback discussion of 360-degree assessment report and self-assessment, and links results to action plan priorities moving forward.
- Three virtual one-on-one coaching meetings in the first 100 days after completion of the Stanford Executive Program.
- Participants complete follow-up activities after receiving the 360-degree feedback assessment report and after each meeting with their assigned coach. The actual assignments will vary depending on individual leader challenges.

