

ALLY FOR THE UNSTOPPABLE
ALLY FOR BUSINESS
ALLY FOR LIFE



*Developing High Potential
Leadership Programs*



SMU | COX

In This Session

**Overview of SMU Cox &
Executive Education**

**Integrated Leadership
Development Model**

**Key Components of the
Model**

Key Contacts

Q&A



The SMU Cox Advantage



- Celebrating 100 years of business education
- Integral part of the business community
- Proven instructors
- True & tested content
- Commitment to leadership development & performance
- Collaborative working method with companies & individuals to assure success
- High value investment in leadership development



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EXECUTIVE EDUCATION

The SMU Cox Difference: Our Approach

- Training business leaders
- Incorporating principles & techniques of adult learning including:
 - ✓ Reflection
 - ✓ Active participation
 - ✓ Sharing experiences
 - ✓ Variety of learning methods
 - ✓ Instructor credibility, humility, & respect



Why SMU Cox Executive Education?

- Expert, engaging faculty who are leaders in their fields
- Relevant content based on the latest research
- Innovative tools you can put to work today
- Collaboration & networking with diverse colleagues
- Safe & challenging learning environment to think & test new ideas



Integrated Learning



Leadership Development Model



Program Design

- Clear business goals and learning outcomes shape the design
- Learning modules spread over time
- Learning modules are typically 2 to 4 hours
- Faculty coordination to prevent redundancy
- Include integrated learning model components
- Co-created with various stakeholders
- Iterative process of testing design ideas

Learner Centered

- Assessment of needs
- Competency Based
- Individualized Learning Plan
- Practical skill development and application
- Faculty are outcomes focused for the learner
- Content must be current, relevant, practical, and applicable
- Learners experiences matter

Executive Sponsorship and Participation

- Commitment from the executive suite to develop high potentials
- Provide the necessary resources to execute a plan and program
- Actively participate in the program itself: teaching, mentoring, visiting
- Be present at social gatherings
- Help shape the action learning project

Program Pre-Work

- Articles
- Case Studies
- Video Clips
- Read a Book
- Fill out a questionnaire
- Conduct an interview
- Reflection exercises

360 Degree Behavioral Assessment

- Establish a baseline of current effectiveness
- Provide feedback from a variety of perspectives
- Identify developmental opportunities
- Post assessment for measurable change

Coaching for Personalized Development

- Recommend 6 sessions for best impact
- Debrief the 360 assessment
- Help identify opportunities for development
- Creates an accountability plan with coachee
- Offers perspective and insight for growth and development

Individualized Development Plan

- Creates focus for growth and development
- Specific to each person
- Contains a clear learning plan
- Identifies action steps needed to develop a certain skill or competency
- Guides the coaching conversations
- Can be used to identify measurable progress

Multi-Modality Learning

- Pre-Reading
- Cases and Stories
- Application Exercises
- Group Work
- Simulations
- Demonstration
- One to One Interaction
- Individual Reflection
- Video components

Hot Program Topics

- Becoming a Transformative Leader
- Developing your Emotional and Social Intelligence
- The Influence Factor
- Driving Results through Authentic Presence
- Leadership Resilience: Optimize Brain Performance
- Leading in a Digital Age
- Leading High Performance Teams (face to face and distributed teams)
- Overcoming Decision Making Biases
- Leader as Coach
- Innovating through Human Centered Design
- Strategic Analytics
- Leading Effective Change (Simulation)
- Strategic Management (from the enterprise perspective)
- Solving Complex Problems – Action Learning Project
- Creating Long-term Organizational Sustainability



Action Learning Projects

- Critical component to achieve ROI for program investment
- Integrates classroom learning into real world application
- Solve a real organization issue or identify a real opportunity to expand the business
- This is a team based activity to demonstrate leadership of others
- Typically time limited to 6-8 weeks

Transformational Leadership

1. Improve your leadership skills, establishing a style that works for you
2. Enhance capacity to understand and implement change
3. Gain a positive approach to leading people and enhance your value to the organization
4. Learn to implement strategies from evidence-based research on today's most valued leadership topics
5. Create and execute an actionable development plan that addresses your unique needs

Transformational Leadership

- Five Practices
- Emotional Intelligence
- Authentic Influence
- Trust and Accountability
- Leader as Coach
- Creating High Performance Teams
- Leading Organizational Change
- Human Centered Design for Innovation
- Strategic Thinking
- Leadership in a VUCA world

Additional Questions? Connect with Us.

Open Forum Q&A



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