Developing High Potential Leadership Programs
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

SMU Cox 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
Leadership Development Model

Reflective Exercises

Individual Learning Plans

360° Behavioral Assessment

Action Learning

Program Pre-work

Mixed Modality Learning Experiences

Coaching for Personalized Development

Learner-Centered

Executive Sponsorship & Participation

Integrated Learning
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

Dr. Luigi Pecoraro
Managing Director
lpecoraro@smu.edu
214.768.3549

Sheri Moore
Director
shmoore@smu.edu
214.768.9113

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Ally for Business
Ally for Life