

**XEd**  
SPACE



Center for  
Creative  
Leadership®  
CCL Channel  
Partner Network

**LEADERSHIP PROGRAM**  
Core Development Leaders of Managers



**Leadership Development Program (LDP)®**



We deliver results that matter — sustained impact for you, your business and the world.

# It's complicated. We know.

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Mid- to senior-level managers – leaders of managers  
– often say their job is complicated. Exciting and interesting, yes, but definitely not simple.

## What are the challenges?

**Getting the top and the bottom of the hierarchy to work together.**

Leaders effectively manage people and processes up and down the organization.

**Collaborating across the organization.**

Leaders think and act across organizational functions and silos – and help others to do the same.

**Mastering greater complexity.**

Leaders handle uncertainty, solve multi-dimensional problems and deal with interconnected systems.

**Tackling big priorities on all fronts.**

Leaders seek success in demanding jobs and in roles outside of work.

## The Leadership Development Program (LDP)<sup>®</sup> is for Leaders of Managers

- Experienced managers who lead other managers and senior professionals.
- Operational, group or departmental managers.
- Leaders who work up, down and across the organization.

CCL's Leadership Development Program (LDP)<sup>®</sup> helps mid- to senior-level leaders clarify challenges and strengthen their ability to get the results that matter.

## LDP is a five-day program that provides:

**Skills** to lead effectively up, down and across the organization.

**Knowledge** – about themselves and their context – to improve their ability to get things done.

**Confidence** to own their role and unlock leadership potential.

# The Leadership Development Program (LDP)<sup>®</sup> focuses on the competencies CCL research shows can **turn management challenges into leadership opportunities.**

Four key competencies are vital to all leaders, but play out in unique ways when leaders step into this role:

- Self-awareness
- Learning agility
- Communication
- Influence

At this level, leaders must also strengthen their ability to:

- Think and act systemically
- Be resilient

LDP participants delve into these six areas, gain a detailed picture of their personal strengths and challenges, and create a plan for moving forward.

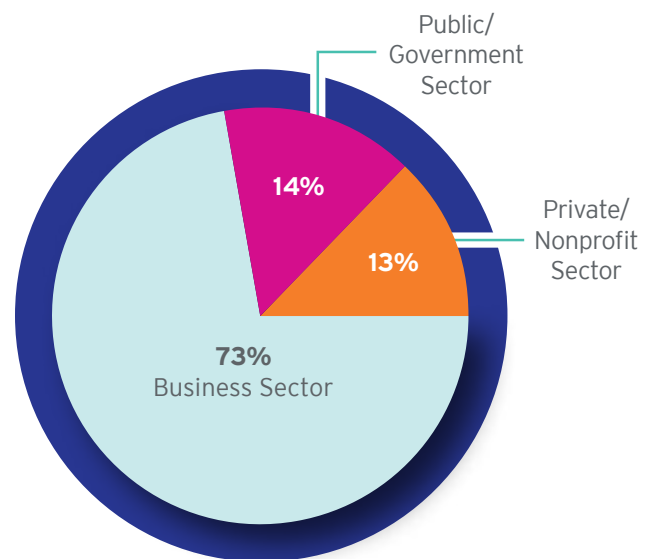
By applying the lessons of LDP, leaders will be able to:

- 1 Communicate direction, achieve alignment and build commitment to bridge the gap between senior management and the front line.
- 2 Gain critical perspectives, create buy-in and manage politics through collaboration.
- 3 Solve complicated problems and take wise action amidst complex, rapidly changing conditions.
- 4 Build resiliency and leverage multiple life roles to effectively manage stress and become more effective.

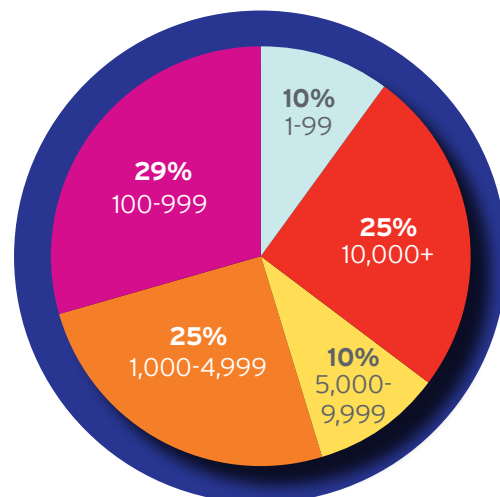
## Who will be joining you in LDP?

Program participants come from a wide variety of industries, organizations and backgrounds:

### Participant Mix



### Organization Size





# Why LDP?

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- **LDP** participants are reported to have a greater impact on their organizations and to achieve improved business results after attending the program.
  - **LDP** is consistently ranked by program alumni, managers and executives as one of the best leadership development programs in the world.
  - **LDP** is offered globally over 150 times a year.
  - **LDP** has helped develop over 50,000 leaders in over four decades.
  - **LDP** has evolved over the years in response to changes in the workplace and as new research findings, new best practices and new technologies emerge.
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The Leadership Development Program (LDP)<sup>®</sup> is the core development program for the Leading Managers audience. This program will strengthen your ability to manage complexity, balance competing priorities and collaborate up, down and across the organization to drive tangible results.



We're committed to delivering Results That Matter:  
Sustained Impact for You, Your Business and the World.

## What our participants are saying.



“When was the last time you felt yourself noticeably grow in less than 5 days?”

**Megan Kennedy**

Head of Online Learning  
Kromatic



“I was amazed at how impactful the program was, even in an online format. CCL took care in assigning compatible home teams, made the content applicable at all levels of leadership, and cultivated an environment of warmth, trust, and success.”

**Rebecca Nelson**

VP, Human Resources & Organizational Development  
Second Harvest Food Bank of NWNC



“The Leadership Development Program provided me insights about myself and gave me tools and skills to become a better leader for both my organization and for the members on my team.”

**Vincent Murphy**

VP of Finance  
National Organization for Rare Disorders

# Prepare...Engage...Apply...

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CCL's Leadership Development Program (LDP)<sup>®</sup> is an in-depth process that builds the skills, knowledge and confidence leaders need to succeed. In order to receive the most from this program leaders should:

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## Prepare:

A comprehensive assessment of leadership skills is at the heart of the LDP experience.

### Pre-program assessments:

- Give a detailed picture of leadership skills, behaviors and preferences, plus a deep look at top-priority competencies.
- Identify and clarify development needs.
- Establish a foundation for significant personal and professional growth.

## Engage:

For five days, participants are immersed in their personal data, experiential activities and skill-building exercises. Led by highly qualified faculty, LDP is a safe – but challenging – environment for learning, practice, reflection and goal setting.

### The week includes:

- Experiential activities and hands-on exercises, including a mock business environment, for practice and deeper learning.
- A half-day, personal session with a certified CCL coach to clarify thinking and plan next steps.
- Peer learning groups to provide feedback, insight, suggestions and support.

## Apply:

When the LDP classroom experience ends, participants can apply and sustain their learning by using the following ongoing support:

- Two 45-minute phone coaching sessions with a certified CCL coach.
- REFLECTIONS,<sup>®</sup> an assessment to measure skills and behavior progress, completed three months after the program.
- Access to eLearning designed to reinforce lessons from the program, including courses, books, podcasts, articles and quick-reference checklists and tools.
- Optional, fee-based learning and support, such as extended coaching engagements, additional eLearning packages and custom initiatives to connect individual development to organizational needs.



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## Why Us?

XEd Space brings more to clients than simply the leadership and development skills, knowledge and expertise of the team.

We specialise in navigating the space between clients that have business and performance needs that must be met, and a diverse and eclectic range of experts that can deliver to meet those client needs.

XEd Space and our team of associates, are highly experienced in designing programs, facilitating, coaching (one on one and in teams), advising and building high performance capability both in international sport and business.

And importantly, we rarely do it alone. It is simply part of our DNA to work with partnering organisations (clients, program owners, technology providers, business groups, business schools) to find the right people to deliver the right programs that deliver the best possible outcomes.



EXECUTIVE EDUCATION SPACE

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