

**XEd**  
SPACE



Center for  
Creative  
Leadership  
CCL Channel  
Partner Network

LEADERSHIP PROGRAM  
Senior Executives/Leaders of Function

see the  
**BIGGER  
PICTURE**

**Leading for Organizational Impact:**  
*The Looking Glass Experience*

# It's all important. We know.

This program is for senior executives responsible for organizational functions, divisions or business units. Their scope may be local, regional or global.

Senior leaders of organizational functions or divisions have proven track records and impressive skills. But expertise and past success aren't everything. Leadership at this level requires something more. Leaders of functions are challenged to:



**UNDERSTAND AND NAVIGATE MARKET FORCES**

including global and economic trends, networks and business cycles.



**SHOW AGILITY** to deal with strategy, people, processes and systems across the organization.

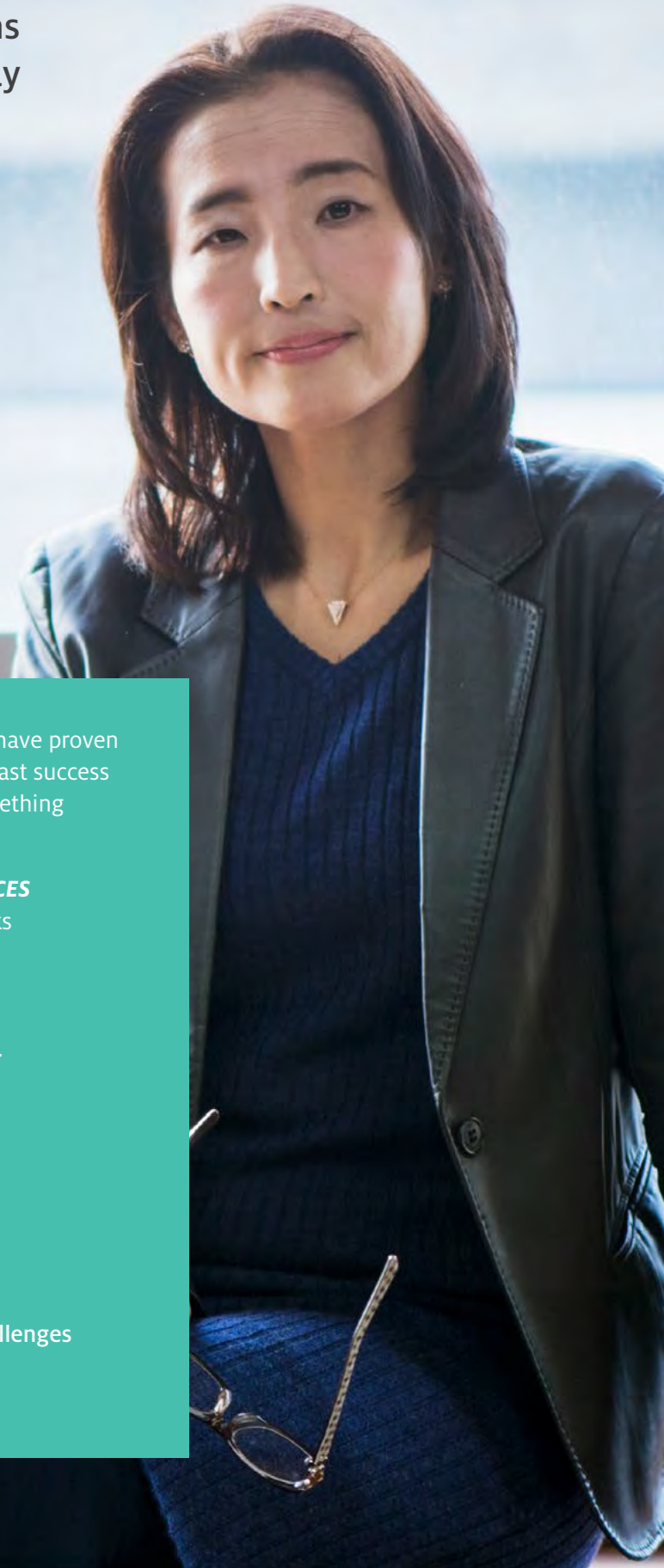


**STRENGTHEN RELATIONSHIPS** to bridge differences and build strategic ties.



**BALANCE COMPETING PRIORITIES** when everything is important and personal reserves are slim.

We understand that senior leaders face immense challenges and the bar for effective leadership is high.



# Why Leading for Organizational Impact?

- ❑ A powerful, proven **GLOBAL BUSINESS SIMULATION**—Looking Glass, Inc.—is at the heart of the program.
- ❑ A customized 360-degree assessment—Leading the Function 360—shows **WHAT MATTERS MOST FOR SUCCESS** and the effectiveness of each leader.
- ❑ Faculty offer **DETAILED FEEDBACK**, in-depth simulation debriefs and **INDIVIDUAL DISCUSSIONS**.
- ❑ **RESEARCH-BASED CONTENT** draws on the experience of thousands of functional-level leaders.
- ❑ At least 30 sessions are offered **GLOBALLY** each year at locations in North America, Europe and across the world.

Enhance your ability to lead a function or division while balancing short-term and long-term strategic perspectives.



## This five-day program provides:

- ❑ **UNDERSTANDING** of leadership and organizational challenges—and ways to be more effective.
- ❑ **EXPERIENCE** that reinforces the impact of the leader on the organization.
- ❑ **MOMENTUM** to apply learning immediately back in the workplace.

# What will participants experience?

## Leading for Organizational Impact focuses on the leadership skills that **drive and sustain organizational success.**



The program revolves around a global, day-in-the-life business simulation that provides a clear view of how individual leaders work across boundaries, adopt a strategic perspective and impact organizational outcomes.

This program leverages an approach that utilizes three development phases – Prepare, Engage and Apply. Each phase advances the participant in their learning and provides the support necessary for maximum learning transfer and sustainable impact.



### Prepare:

Before the program week, participants, plus selected direct reports, peers and supervisors, complete several web-based assessments.



### Engage:

Led by highly qualified faculty, the program addresses key challenges faced by senior leaders through a personalized leadership experience. For five days, participants gain insights and experiences that challenge, inspire and teach. Much of the program revolves around a global, day-in-the-life business simulation that provides a clear view of how individual leaders work across boundaries, adopt a strategic perspective and impact organizational outcomes. Leaders connect the simulation experience to their specific challenges and personal development needs. Before leaving the class, each participant will create a plan for moving forward based on the leadership competencies that matter most for success in their organization.



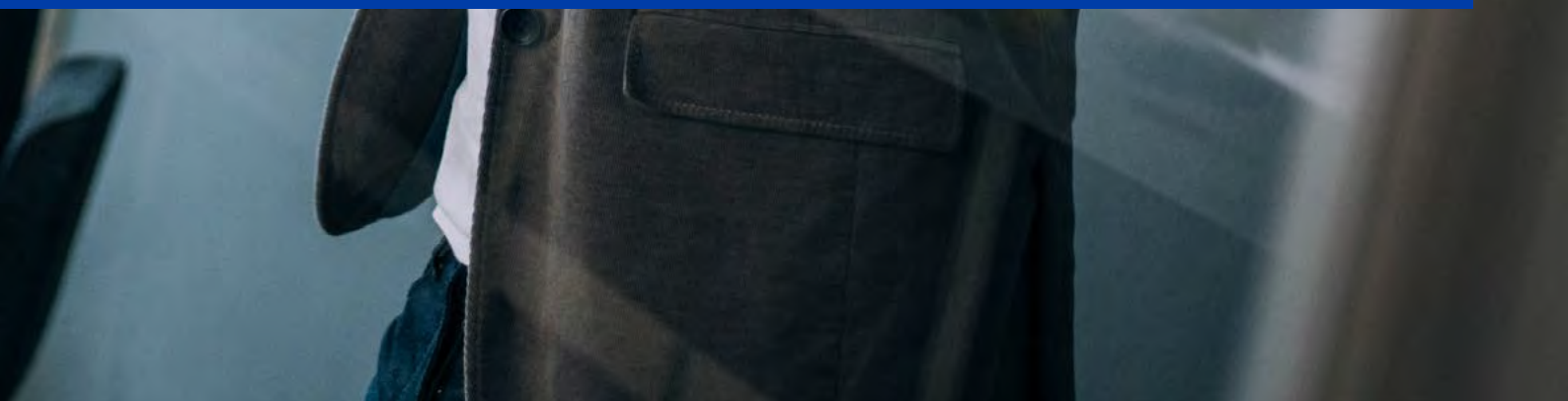
### Apply:

At the end of five days, participants will return to their job and begin implementing the plan they created in the classroom. We will continue to help the participants apply what they learned by providing additional development resources and ongoing communications.



## What will participants gain as a result of the program?

### The ability to:

- 1 | Navigate the organization as they take on a broader scope of responsibility.
  - 2 | Work more effectively across boundaries to build strategic ties and gain new perspectives.
  - 3 | Draw on deeper self-awareness to leverage leadership and boost personal resilience.
  - 4 | Balance tactical concerns with strategic possibilities to respond to and influence market forces.
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# What our participants are saying.



“Leadership for Organizational Impact was a wonderful course! Thanks to the staff that helped make this a great experience.”

**David Houser**

Sr. VP, International Sales & Operations  
Körber Supply Chain



“The course realigned my way of thinking and led me to listen more and become more flexible when considering the recommendations of others. I have more confidence in my abilities and experience far less stress when dealing with individuals, regardless of their position in the company.”

**William Werkmeister**

Engineering Assistant  
Public Service Electric & Gas (PSE&G)



“The eco system of co-participants who were senior executives from varied industries and geographies, coupled with a highly experienced faculty, a safe zone setup to forego inhibitions and open myself to give and receive feedback, all made a huge personal impact on me, in my leadership learning journey with CCL.”

**Sanjay Chintalapalli**

Sr. Director of Technology  
Gilbarco Veeder Root



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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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