Leading the Enterprise® is designed for C-suite leaders with at least 10 years of executive experience and responsibility for 250 people or more.
Leadership at the Top

Leaders at the top of the organization must balance long-term and short-term results, manage investor relations, attend to governmental affairs, deal with many varied stakeholder groups and monitor the competitive landscape. Of course the rewards can be great, but so are the challenges.

Regardless of your industry sector, Leading the Enterprise (LTE)© will provide you with a dynamic learning experience that will magnify your leadership power. LTE revolves around in-depth physical and behavioral assessments and detailed individual feedback to tailor your learning experience to your specific needs.

What You’ll Learn

Working with other talented C-suite executives, you will leave LTE© with a number of insights and skills that will help you take your leadership to a new level of excellence.

• See yourself as your key stakeholders see you
• Significantly enhance your presentation, persuasion, and influence skills
• Enhance your executive presence and increase confidence in your ability to manage your self-presentation
• Evaluate and refresh your organizational vision
• Develop a personal wellness plan to sustain your energy and efforts
• Build social capital and your executive network

Leading the Enterprise© is a five-day leadership development program with:

• In-depth assessment and feedback
• Limited lecture
• Facilitated group dialog
• Group exercises
• Video presentations and feedback
• Experiential learning
• Executive coaching

The Program for Effective Leadership (PEL)SM is for mid- to senior-level leaders of other managers.

• Managers who lead other managers and professionals
• Experienced leaders wishing to enhance their performance
• Department and operational leaders
Leading the Enterprise® recognizes that C-suite leaders are extraordinarily gifted individuals who have achieved much. The program gives participants an opportunity to see themselves and their organizations in new ways, develop additional insights and skills, and achieve even more in the future.

Competencies Are Not Enough
Understanding and building the leadership competencies required to excel as a mid- to senior-level leader represents just one of the five key elements needed to achieve meaningful and lasting performance improvement. LTE® addresses all five elements in an integrated manner ensuring that lessons learned become lessons applied.

What worked in the past may not work in the future. Sometimes unlearning is as important as learning.

1 Gain self-awareness
   • Assessment & feedback
   • Reflection exercises
   • Structured peer interactions
   • Group exercises to increase awareness

2 Determine if motivated
   • Encouragement from CLE faculty and peers
   • Participants choose their developmental actions

3 Build competencies
   • Knowledge and skills conveyed during and after the classroom sessions

4 Practice in real-world
   • Practice in the classroom
   • Practice after the classroom sessions supported by coaches

5 Receive feedback
   • After classroom session assessment
   • Coaching
   • Process for involving others

The Leadership Pipeline
The challenges leaders face vary significantly at different levels within the organization. While this point seems obvious, relatively few developmental approaches take the leadership pipeline into careful consideration. Our programs and services are constructed and organized around the leadership pipeline to ensure that leaders receive precisely the development they need now.
Which of Our Core Programs Is Right for You?

The CLE is committed to providing transformative learning experiences tailored to each participant’s needs. We organize all of our programs for each level of the Leadership Pipeline, ensuring that leaders receive precisely the development they need now.

**Foundation for Effective Leadership℠**

Frontline leaders (those who lead teams, projects, or taskforces) who would like to enhance their ability to lead others and improve the performance of their teams

**Program for Effective Leadership℠**

Mid-level leaders to senior leaders (those who lead other leaders) who would like to enhance their ability to persuade and influence others and improve the performance of their teams

**Leading from the Inside Out©**

Senior leaders who would like to achieve better results by enhancing their ability to lead from their natural style, better persuade and influence others, and build commitment and alignment in those they lead

**Leading the Enterprise©**

Enterprise leaders who would like to enhance their ability to envision and drive positive change, persuade others to adopt their vision of the future, persuade and influence others, and build commitment and alignment in those they lead

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**Snapshot:**

**Tuition:** $9,520

**Length:** 5 Days

**Class size:** Limited to 16 participants, average class size 12

**Where:** University of Oklahoma Campus - Norman, Oklahoma

**Classroom Coaching:** Individualized one-on-one coaching during the classroom week

**After Classroom Sessions Coaching:** 8 one-hour, after-program coaching sessions with a CLE coach

**Custom Programs:** Many options exist for organizations wishing to send multiple participants. Please contact us to discuss the possibilities.
Leading the Enterprise®

While Leading the Enterprise® recognizes the talent of C-suite executives, the program challenges them to raise their game to the next level.

**Phase 1 | Before the Classroom Sessions**
Before the program, participants receive a series of assessments to complete prior to the beginning of the classroom sessions. These assessments help to ensure that each participant’s experience is tailored to his or her specific needs.

**Phase 2 | Classroom Sessions**
The classroom experience is highly interactive filled with discussion, experiential learning, group exercises, as well as a good deal of behavioral feedback from the assessments completed before the classroom sessions begin. Additionally, participants will also be asked to read two brief articles as pre-work.

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<tr>
<th>Day 1 – Self-awareness of You as Leader</th>
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<tr>
<td>• A wellness assessment of a healthy lifestyle</td>
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<td>• See yourself as others see you – 360-degree assessment &amp; feedback</td>
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<td>• Your executive image simulation: Television studio interview &amp; feedback</td>
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<th>Day 2 – A Look in the Mirror</th>
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<tr>
<td>• Workout time at the Huffman Center</td>
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<td>• Self-presentation and group evaluation: Personality feedback</td>
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<td>• Feedback from leadership characteristics assessment</td>
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<td>• Leading culture to achieve strategic goals</td>
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<tr>
<th>Day 3 – The Long View of Your Leadership Performance</th>
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<tr>
<td>• Workout time at the Huffman Center</td>
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<td>• Feedback from wellness assessment</td>
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<td>• Something</td>
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<td>• It’s a jungle out there: An experiential learning experience</td>
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<th>Day 4 – Persuading and Influencing Others</th>
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<tr>
<td>• Workout time at the Huffman Center</td>
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<tr>
<td>• Developing your personal wellness plan: Cooper Fitness Center and OU Health Sciences Center specialists</td>
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<td>• One-on-One feedback and developmental planning with organizational psychologist</td>
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<td>• Peer feedback and insights</td>
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<th>Day 5 – Mapping Unique Leadership Journey</th>
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<td>• Workout time at the Huffman Center</td>
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<td>• Your personal mission and leadership legacy</td>
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<td>• Creating your action plan</td>
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**Phase 3 | Back Home Practice, Coaching, and Post-assessment**
When it comes to long-term leadership performance improvement, this phase of the program represents the most important part of the program.

- Over the 120-days following the end of the classroom sessions, participants have an opportunity to engage in eight coaching sessions with CLE coaches who will encourage, challenge, and support leadership improvement efforts.
- Additionally, participants will be able to engage in a follow-up assessment to determine how others view their leadership performance improvement efforts.
The Center for Leadership Excellence: The Smart Choice in Elevating Leaders’ Performance

A commitment to service – We consider it a privilege to work with talented leaders from many different backgrounds and geographies. We earn this privilege by doing everything we can to ensure that participants experience truly outstanding customer service in every interaction.

Leadership for each level – The challenges leaders face vary significantly at different levels within the organization. Our programs and services are constructed and organized around the leadership pipeline to ensure that leaders receive precisely the development they need now.

Practical approach – We are well aware that the value of what we do can only be determined by its usefulness. We help leaders develop skills and new approaches that improve performance so that both individual leaders and their organizations reach their goals.

Extraordinary value – We know the value of a dollar. The cost of tuition, travel, and, even more importantly, leaders’ investment of time is significant. We deliver very high quality products and services that lead to measureable results at lower costs than any other comparable leadership development opportunity.

After classroom learning – While 100% of our faculty hold advanced degrees, they also possess significant real-world experience. We emphasize actions that work in application and provide support, coaching, and assessment after classroom session to ensure that classroom ideas become lessons learned and, more importantly, lessons applied.

Outstanding university – As one of the top public universities in the nation, the University of Oklahoma offers a culture of academic excellence.

All of the CLE’s core programs may be customized to best meet your organization’s needs. If you wish to explore how to modify our core programs and tailor them to your specific needs, please contact us. One of our senior consultants will work with you to build a unique program that will achieve your leadership-development goals.