The Program for Effective Leadership (PEL)\textsuperscript{SM} helps mid- to senior-level leaders achieve the kind of outstanding results they desire and their organizations need.
Great Challenges. Great Rewards.

We know that leading other leaders is challenging, particularly in today’s complicated, fast-paced, and demanding marketplace. PEL℠ provides insights and processes to help leaders succeed in this challenging environment.

What You’ll Learn

Working with other talented professionals, you will leave PEL℠ with a number of insights and skills that will help you take your leadership to a new level of excellence.

- Significantly increase self-awareness of strengths and blind spots
- Attain a lifelong process for improving leadership performance
- Gain new skills to ensure the alignment of individuals’ and teams’ efforts
- Increase capacity to build more committed teams
- Enhance ability to manage the human-side of the enterprise

PEL℠ is a five-day leadership development program with:

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

The Program for Effective Leadership (PEL)℠ 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
The Program for Effective Leadership (PEL) provides a complete development process that helps leaders build more effective teams and organizations.

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. PEL 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:** $5,760

**Length:** 5 Days

**Class size:** Limited to 20 participants, average class size 16

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

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

**After Classroom Sessions Coaching:** 6 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.
The Program for Effective Leadership℠

For many, PEL℠ will be one of the best leadership development opportunities experienced in the course of a career.

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. Additionally, participants will also be asked to read two brief articles as pre-work.

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.

Day 1 – The Lessons of Experience
• Assessment & feedback
• Reflection exercises
• Structured peer interactions
• Group exercises to increase awareness

Day 2 – Seeing Yourself as Others See You
• Encouragement from CLE faculty and peers
• Participants choose their developmental actions
• Competencies
• Knowledge and skills conveyed during and after the classroom sessions

Day 3 – The Leadership Challenge
• Practice in the classroom
• Practice after the classroom sessions supported by coaches

Day 4 – Understanding Yourself as Leader
• After classroom session assessment
• Coaching
• Process for involving others

Day 5 – Planning for Your Leadership Success
• After classroom session assessment
• Coaching
• Process for involving others

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 90 days following the end of the classroom sessions, participants have an opportunity to engage in six 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.
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.