STRENGTHENING THE PIPELINE

CRITICAL FACTORS FOR SUCCESSFUL LEADERS

Miami, Florida
August

Las Vegas, Nevada
September

The Executive Leadership Council

INSTITUTE FOR LEADERSHIP DEVELOPMENT & RESEARCH

SIGNATURE PROGRAM
In the past year, what strategic investments have you made in your professional career?

Successful development takes time, commitment, and direction.

The Strengthening the Pipeline program helps participants develop their leadership capacity so they are not overwhelmed by the pressures and responsibilities of management.

“It was an amazing opportunity to reflect on my leadership, network with dynamic leaders from other organizations as well as give thought to my future. I left with a deep sense of commitment to myself as well as others, and have no doubt that I will form long lasting relationships as a result of this experience.”

– Catherine Cole, Past Participant

Ultimately, leadership is the critical factor in achieving personal success and organizational strength. If you are a leader interested in enhancing your personal and professional development, Strengthening the Pipeline may be the right program for you. If you have the commitment, we can help you with the direction.

**Strengthening the Pipeline: Critical Factors for Successful Leaders** is the flagship leadership developmental initiative offered by The Executive Leadership Council’s (ELC) Institute for Leadership Development & Research. *Strengthening the Pipeline* is a five-day program. The program is designed for senior managers, directors, vice presidents, individual contributors and entrepreneurs. *Strengthening the Pipeline* participants come from a wide variety of industries, organizations, functional areas, and locations.

As high-potential leaders transition from managing people and projects to leading people and implementing concepts, their thinking and behavior must shift. In addition, these leaders must be prepared to lead people without relying on technical proficiency and potentially without organizational authority. These mid-career professionals must also be cognizant of their own individual development as well as that of their direct reports. They must also be knowledgeable of how professional growth contributes to the overall effectiveness of an organization.

*Strengthening the Pipeline* helps participants gain an understanding of more advanced concepts in leadership with a special emphasis on enhancing self-awareness, learning to navigate the organization, and creating a career development plan. The program also assists participants in developing their leadership capacity so they are not overwhelmed by the pressures and responsibilities of management. Research-based modules, experiential activities, and exposure to successful career professionals provide a practical framework for helping these leaders succeed. As a participant in the *Strengthening the Pipeline* Program, participants also will be assessed, developed, mentored, and coached by ELC members and other executives.
Key Programmatic Features

- Safe forum to learn, practice, and develop critical leadership skill sets
- Exposure to successful black career professionals
- Connectivity between cohort members and other program alumni
- Unparalleled networking
- Group-facilitated discussions
- Experiential activities
- Research-based modules

Learning Objectives

This development series for high performing corporate professionals focuses on proven strategies required for continued success and recognition at the management level. The desired outcomes for participants are to:

- Increase self-awareness regarding individual leadership styles, strengths, and weaknesses;
- Develop an astute sense of organizational politics and culture;
- Learn how to cultivate and manage relationships in and around the workplace;
- Discuss some of the intangible factors which influence the decisions of business leaders;
- Understand how to leverage an entrepreneurial outlook for organizational and corporate success;

Additionally, attending this program will specifically help participants to:

- Network more effectively;
- Learn how to mentor and be mentored;
- Identify factors which can derail a career;
- Broaden their perspective about their current job function;
- Increase their professional network of managers and executives.

Who Should Attend

This program is designed for high-performing black corporate professionals who are:

- High potential leaders with proven success and maturity in a professional environment;
- Mid-career (i.e. 6-15 years in career);
- Senior managers, directors, vice presidents, individual contributors and entrepreneurs;
- Aspiring to contribute at a higher level within the organization;
- Willing to listen, learn, and be challenged.

Program Dates and Location

*Strengthening the Pipeline* provides five full days of leadership development. The entire program takes place at the Mandarin Oriental Hotel in Miami, Florida, August or Las Vegas, Nevada, September.
Registration

Seats are limited, so we strongly encourage participants or their companies to reserve their seats as soon as possible. Selection of the actual participants can be decided approximately two months prior to the program. For more information about the programs and how to register, please visit https://elcinfo.cvent.com/ldw or contact ldw@elcinfo.com

Registration includes official designation as an **ELC Institute Fellow**, which is a newly created mid-level affiliation within the Executive Leadership Council that extends learning for an additional twelve months. Each participant will be part of a global network of more than 1,000 ELC Institute Fellows who have also benefited from leadership development through the ELC Institute. Fellows receive 12-month access to benefits such as professional networking opportunities, digital leadership training and career solutions, visibility in a directory of Fellows, and future discounts on select ELC Institute programs. ELC Institute Fellow status begins approximately one month after the program, and is renewable after twelve months.

Program tuition does not include travel and accommodations. However, substantially discounted hotel room rates have been secured for participants and can be obtained with the appropriate code following registration.

We appreciate the strategic investment you and/or your organization will make by participating in *Strengthening the Pipeline*. Due to the costs of the attendance, full refunds will be granted only if cancellation notice is received in writing at least six weeks in advance of the start of the program. Participants selected for this program are fully transferable at any time prior to six weeks from the start of the program (a modest transfer fee may apply). If you have any questions regarding cancellation or transferring participants, please contact ldw@elcinfo.com.

### Program Tuition and Benefits

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<tr>
<th>Benefit</th>
<th>Included</th>
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<tr>
<td>5 days of classroom instruction</td>
<td>✔</td>
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<tr>
<td>Exposure to and discussions with successful black career professionals</td>
<td>✔</td>
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<tr>
<td>Assessments and interpretation</td>
<td>✔</td>
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<tr>
<td>Group activities and assignments</td>
<td>✔</td>
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<tr>
<td>Books and other materials</td>
<td>✔</td>
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<tr>
<td>Planned networking receptions and meals (breakfast, snacks, lunch, dinner)</td>
<td>✔</td>
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<tr>
<td>Free Wi-Fi in learning center and hotel rooms</td>
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<tr>
<td>ELC Institute Fellow designation*</td>
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<td>12 months of online leadership training, skills development, career advice, and other content*</td>
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<td>Inclusion in the ELC Fellows online networking directory of Black mid-level managers*</td>
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<td>Access to private online social network of black mid-level professionals*</td>
<td>✔</td>
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<td>Future discounts on ELC Institute development programs*</td>
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* Current ELC Institute Fellows receive 10% discount. Must be requested at time of purchase.
* Begins approximately one month after the program.

### Sponsorship Opportunities

The Institute for Leadership Development & Research is interested in partnering with organizations committed to diversity and inclusion in corporate America, and with those dedicated to building a pipeline of black executives. If you are interested in becoming a sponsor of one of the Institute’s programs, please contact Institute@elcinfo.com for more details.