



Open-enrolment Programmes



Center for
Creative
Leadership

www.ccl.org

Benefits of CCL® Open-enrolment Programmes



Attuned to the challenges today's professionals face, CCL-EMEA offers a portfolio of seven open-enrolment programmes for executives at different levels in the organisation. These unique programmes are characterised by:

- › **Demonstrated impact.** In a recent European research study 100 percent of LDP participants surveyed reported individual and organizational impact as a direct result of the programme.
- › **Substance and depth of learning.** The powerful combination of assessment instruments, group discussions and videotaped exercises with peer feedback provide valuable insights into individual leadership skills and personal impact in the workplace.
- › **An international peer group.** The opportunity to interact with top-level professionals from a wide variety of backgrounds, countries, cultures and industry sectors.
- › **An absolute commitment to confidentiality.** New behaviours and techniques can be tried and tested in a supportive and safe learning environment.
- › **Individual attention.** A highly effective staff-to-participant ratio and a personalised one-to-one feedback session with a CCL coach during the programme ensure a thorough learning experience.
- › **A diverse faculty with expansive academic credentials and business experience.** Eighty-five percent of CCL-Europe's faculty are European, 15 percent come from a variety of countries and 80 percent are multilingual.

CUSTOM OPTIONS

CCL offerings can be customised for your organisational and language needs. For more information, please contact us at **+32 (0)2 679 09 10** or e-mail ccl.europe@ccl.org.

- › With campuses in Asia, Europe and North America, CCL annually serves clients in more than 120 countries on six continents. Whatever your leadership challenge and wherever you are, CCL can help.
- › Each year, we expand the leadership skills of more than 20,000 people and partner with more than 3,000 organisations.
- › For the seventh consecutive year, *Financial Times* ranked CCL among the Top 10 providers of executive education in the world.



Open-enrolment Programme Selection Guide

All programmes are delivered in English, with the exception of the Leadership Development Program (LDP) which is available in French.

Given our international participant base, we also offer opportunities to receive individual coaching and feedback sessions in your native language, and many of our pre-programme leadership assessments are available in multiple languages. Please contact us for details.

All programmes are 5 days in length unless otherwise specified.



Leadership Development Program (LDP)[®]

www.ccl.org/ldp

Who Should Attend Mid- to senior-level managers who are willing to listen to what others say about them – and take positive action based on that feedback – in exchange for becoming a more effective leader.

Programme Overview Provides a variety of in-depth self-awareness tools and activities to enhance leadership capabilities. Participants learn strategies for continuous development through extensive assessment, group discussions, self-reflection, small-group activities and personal coaching.

Tuition
6700€

 Also delivered in French.

Includes access to an online goal management system for 10 weeks and a follow-up 360-degree assessment, taken three months after the programme ends.

LDP stands as the most attended leader development programme in the world.

Each year, this highly personal open-enrolment programme shapes the lives and careers of more than 4,000 managers and leaders at locations around the world.

Leadership at the Peak

www.ccl.org/lap

Who Should Attend Senior executives and leaders with more than 15 years of management experience, in the top three tiers of the organisation, with leadership responsibility for 500 or more people and/or executive staff functions.

Admission is by application only.

Programme Overview Focuses exclusively on the demands and needs of top executives, giving them a secure setting in which to practice new behaviours and approaches and evaluate their leadership style. To meet the extreme energy demands of being at the top, executives also learn about their public image and the relationship between fitness and executive leadership.

Tuition
9500€

Includes a post-programme telephone coaching session and a follow-up 360-degree assessment, taken three months after the programme ends.



For more information
or to register, call:

CCL - EUROPE, MIDDLE EAST, AFRICA
+32 (0)2 679 09 10

Or visit www.ccl.org/europe

NEW!

The Looking Glass Experience

www.ccl.org/lge

Who Should Attend Mid- to senior-level managers who oversee people and/or projects and want to improve their leadership abilities by participating in a feedback-intense, action-learning organisational simulation.

Programme Overview Offers behavioural assessment through a realistic action learning process. Participants gain key insights into their leadership strengths and development needs in an organisational setting using a hands-on, in-depth organisational simulation, group discussion, assessment and peer feedback.

Tuition
6000€

Includes a follow-up 360-degree assessment, taken three months after the programme ends.

NEW!

Developing the Strategic Leader

www.ccl.org/dsl

Who Should Attend Upper-level executives and senior leaders whose work has long-term strategic implications for their organisations.

Programme Overview Helps participants evaluate their organisation's strategic issues, set strategy, act decisively and influence others to set and implement long-range organisational objectives. Designed for executives who want to contribute to their organisation's enduring success and to explore their personal effectiveness as strategic leaders.

Tuition
6900€

"One of the great values of the **Leadership Development Program** is the opportunity to spend time understanding why things are going as they are in your life and what changes you can make to influence the outcome. I would recommend this programme for the self-awareness factor alone."

- HELI HELANUMMI-COLE
CHANNEL PLANNING & IMPLEMENTATION MANAGER, NOKIA





“During a very challenging time in my career, the programme motivated me to stay true to my personal vision and keep learning.”

- OYA BASARAN, DIRECTOR, ENGLISH LANGUAGE PROGRAMS
ISTANBUL BILGI UNIVERSITY

Foundations of Leadership

www.ccl.org/fof

Who Should Attend Newly promoted managers early in their careers, or those with more experience who would benefit from training on the fundamentals of leadership development.

Programme Overview Teaches effective leadership, focusing on personal awareness and growth, effective working relationships, influence skills, and handling conflict in the workplace. Participants receive honest evaluations of their leadership styles and behaviours and come away with realistic development direction. *(3-day programme)*

Tuition
3600€

Coaching for Development®

www.ccl.org/cfd

Who Should Attend Individuals responsible for managing, coaching or leading others.

Programme Overview Teaches how to coach others through the use of multiple videotaped practice sessions and intensive small group time with a certified CCL coach. The programme applies the Center's developmental framework to assess personal style and increase the ability to carry out effective coaching. *(3-day programme)*

Tuition
3600€

Includes a telephone follow-up coaching session with a CCL coach 30 - 45 days after the programme to reinforce and extend classroom learning.

Developing Leadership Talent: Strategies and Tools

www.ccl.org/dlt

Who Should Attend Leaders charged with organisational learning or leadership development.

Programme Overview Provides the tools to create a development system that links directly with the participant's organisational business strategies and goals. The programme is relevant for organisations that are creating their first leadership development initiatives or that are updating and refocusing existing systems. It allows participants to develop an actionable plan mapping out **what** needs to be developed, **who** needs to be developed and **how** development will be implemented and evaluated. *(3-day programme)*

Tuition
3600€

CCL POST-PROGRAMME SUPPORT

Online Leadership Community



Visit **myCCL** and **myCCL PREMIUM** - www.ccl.org/myCCL to begin accessing a host of resources, research and news.

Leadership Coaching

Coaching services can be elected at any point before, during or after programme participation. Visit www.ccl.org/coaching

CCL's Leading Effectively Series

Access the latest information, tips and tools to help you navigate your leadership challenges. Visit www.ccl.org/leseries to access CCL Podcasts, Webinars and our monthly *Leading Effectively* e-newsletter.



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LOCATIONS

CCL - AMERICAS

Colorado Springs, Colorado, USA

Greensboro, North Carolina, USA

San Diego, California, USA

CCL - ASIA-PACIFIC

Singapore

CCL - EUROPE, MIDDLE EAST, AFRICA

Brussels, Belgium



For nearly 20 years, CCL-EMEA has been recognised as a major provider of leadership development solutions attuned to the needs of individuals and organisations working in the international arena. Our European headquarters is based in Brussels, Belgium.

Our mission is to advance the understanding, practice and development of leadership for the benefit of society worldwide.



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forests, controlled sources and
recycled wood or fiber

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The Center for Creative Leadership is committed to a policy of equality of opportunity for the admission of all students regardless of race, color, creed, sex, age, national origin, sexual orientation or disability, and does not discriminate on any such basis with respect to its activities, programmes or policies.

The Center for Creative Leadership offers open-enrolment and custom programmes to meet the unique developmental needs of its clients.

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