



Center
for Leadership

Leadership Academy for Poland

Program Overview

Poland, 2017.

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Key words: leadership, unique, world-class, high-impact, social good, high quality, Harvard.



Summary of 2016 Edition

Below please find the key results of the evaluation survey, key statistics and impressions of the participants of the 2016 edition of the Academy. More detailed information along with video and photo recap of the last year's Academy are available at: www.center-for-leadership.org/academy

RESULTS OF A FORMAL EVALUATION SURVEY & KEY STATISTICS

1. Top-quality design, excellent teaching and exceptional experience
 - o **100%** participants stated that the program **delivered on its promise** that “the Academy will provide the participants with a **unique and life-changing experience and a standing resource for their professional and personal life**”.
 - o **100%** participants stated that they **would recommend the program to others, especially those whom they wish best**.
 - o **100%** participants rated the **teaching quality as excellent** (all responses, but 4) or very good (4 responses) on a scale from: 1 - poor, 2 - average, 3 - good, 4 - very good, 5 - excellent.
2. Unique diversity of participants creating a powerful learning space
 - o **Unique diversity with outstanding** participants from **7 different sectors** with 31% from business, 21,4% from non-profit, 14,3% from public administration, 11,9% from startup, 7,1% from academia, 7,1% from media and 7,1% from culture.
 - o **Gender equality** among participants with 47,6% female and 52,4% male.
3. One of the strongest professional networks of outstanding people and organizations in Poland
 - o Over **15 applicants per 1 spot** with several hundreds of applications in the first edition.
 - o **25 prestigious** organizations and networks co-organizing and supporting the Academy.

PARTICIPANTS IMPRESSIONS

“Thrilling, profound and life-changing. Top people, ambitious program, Harvard educators - this has never been done before.”

“The Academy was a pivotal experience in my life. Before this project, I was sure that I know perfectly well what leadership is about. Now I know that ahead of me is still a lot of work.”

“Residential part of Academy was one of the most profound educational, social and spiritual adventures I have ever experienced in my life.”

“It was one of the most intensive and the most important time in my professional life. Amazing classes with one the best lecturers who I have ever met. Organization was also very professional and people were amazing. I don't know what was the key when you were selecting people but I have to emphasize that the one of most important successes of the LAP were people who have participated in. Amazing, powerful, very inspiring and absolutely important experience in my life. Thank you!”

“Life-changing experience with the quality of top US universities.”

“The Academy is an amazing experience, which could change whole life and definitely changes the approach to the leadership.”

“A very demanding course on leadership. You need to prepare yourself for hard work. Challenging but very exceptional.”



About the Leadership Academy for Poland

Purpose

The purpose of the Leadership Academy for Poland (LAP) is to bring world-class education to Poland and provide outstanding Poles with access to one of Europe's best leadership development programs.

We will offer up to 40 Fellowships each year to help outstanding Poles become even better by developing their leadership competencies, to help them move their projects up to a new level and – importantly – to increase their capacity to positively impact the future of the world and of Poland.

Harvard professors and other world-class educators will teach at the Academy and will be available for consultations and closed meetings with the participants. The Academy will be an opportunity for a deep reflection that re-centers, refreshes and inspires. It will also offer practical insights on how to positively reshape ongoing projects, careers and life.

Promise

Our promise is that the Academy will provide the participants with a unique and life-changing experience and a standing resource for their future leadership work and personal life.

Objectives

The Leadership Academy for Poland is a social good, apolitical and nonpartisan initiative. It supports professionals with high-potential by offering them access to unique, world-class education and opportunities for their professional development and by assisting them in their civic and public engagement.

The Academy features a world-class, Harvard-type, intensive leadership and management development program, as well as continuous educational opportunities after graduation. The Academy's alumni will have access to a powerful professional leadership network of high-potential professionals who will have a positive impact on Poland and the world.

Harvard professors, international speakers, business and community leaders with significant achievements and leading educators are expected to take part in and co-create the Academy's program.

The key objectives of the Academy are to:

- o Select outstanding people who will make a significant impact and positively contribute to the future Poland and of the world;
- o Offer unique educational and professional development;
- o Develop leadership and management competencies among outstanding Poles;
- o Inspire to civic and public engagement and spread positive values;
- o Create a powerful professional leadership network and provide continuous educational opportunities.

Fellowships

We will offer up to **40 Fellowships** for outstanding candidates. The Academy is free of charge to the Fellows or their organizations, except for transportation costs and day-to-day expenses during residential parts of the program.

Partners

The Leadership Academy for Poland is supported by renowned organizations and good-hearted, dedicated people working in those organizations, who wish to bring world-class education to Poland and support talented Poles in their development. **We thank them for their generous support, engagement and trust.**

Our partners in 2016 included: **Deloitte** (Strategic Partner), **Google**, **Orange**, **US Embassy**, **Grayling**, **Forbes**, **Kerris** and **Herbarium Hotel**. We have already confirmed a strategic cooperation for 2017 with **Deloitte** and **Orange**.



The Program

Venue of the main residential part: Herbarium Hotel – one of Poland's most beautiful hotels.

Dates of the main residential part: September-October 2017 (exact dates TBC).

Each class, of approximately 50 participants, is chosen from a wide pool of accomplished candidates. The four-month program comprises: (i) 1-week residential leadership training at our retreat campus located in the Herbarium Hotel; (ii) 15 week back-home, action-oriented full immersion conducted during regular work; (iii) 2-day closing conference with graduation in Warsaw.

Participants will have closed meetings with top-level business or community leaders, as well as international speakers. After the program, Fellows will have the opportunity to reconvene for a series of seminar meetings as part of their continuous education and networking opportunities.

The key elements of the program are:

- o 1-week residential intensive training with experiential and interactive learning, Harvard case studies, real-time cases, films and structured exercises;
- o 15-week back-home, practice-oriented, full immersion daily exercises for implementing insights into the ongoing work and forming habits;
- o 2-day residential closing conference with graduation in Warsaw;
- o Peer consultation groups during which participants have consultations about the key dilemmas they face in their own leadership development work;
- o Meetings with Harvard professors, top-level business and community leaders and international scholars;
- o Continuous educational and networking opportunities.

The program is based on a unique methodology **Leadership 4D-Experience™** and covers the three critical aspects of exercising leadership:

- o People – how to lead people in organizations;
- o System – how to lead in complexity and change the world;
- o Self – leading oneself for leading others.

The program is highly interactive and features a variety of teaching methods. In addition to formal Harvard case studies and a unique pedagogy of full-immersion as well as a real-time case, the program also uses films and various structured exercises, some of which involve poetry and philosophy readings. Participants will analyze outside-class experience, including their own past challenges. The program also features an inner journey of self-reflection for uncovering participants authentic true north and drivers that give meaning to their leadership work.

Benefits

The key benefits:

- o Sharpen your leadership and management skills and decision-making;
- o Gain more in-depth knowledge about leading people and organizations;
- o Meet world-class educators and consult your challenges with Harvard Professors;
- o Get feedback on your current leadership dilemmas and projects;
- o Discover how to strengthen your contribution to the world;
- o Get inspired in closed conversations with Harvard professors and top-level leaders;
- o Get support through a powerful professional network.

How to Participate

Participation in the Academy is primarily by-nomination. Candidates should be nominated either by our Nominating Partners or members of our Advisory Board.



However, a limited number of spots will also be available for individuals to apply through an open online application process available at: www.center-for-leadership.org/academy

Nominating Partners

The list of our Nominating Partners include: Harvard Polish Society, Harvard Club of Poland, MIT Enterprise Forum Poland, Google Campus Warsaw, Fulbright Commission, Ashoka Poland, Grand Theatre - National Opera, Vital Voices Poland, INN:Poland, European Academy of Diplomacy, The Kings Foundation, Foundation for Polish Science, Federation of Polish Students Societies in the UK, WAW.ac and Stocznia.

To increase your chances of taking part in the Academy, please contact the Nominating Partners.

Criteria for Selecting Candidates

We aim at outstanding professionals from Poland with high leadership potential and commitment to social change. Ideal candidates for the Leadership Academy for Poland should:

- o **Be between 25–45 years old.** Our preference is for candidates within that age group – please be sure to ask for your candidate’s date of birth. Ideally, they should have at least 5-10 years of work experience. For candidates with particularly strong potential, we can adjust the age limit to below 20 and over 45.
- o **Be professionals from one of the following sectors:** (i) non-profit; (ii) business; (iii) public administration; (iv) academia; (v) media; (vi) start-ups and (vii) culture and sports.
- o **Be successful.** We look for people with an already established career path having achieved significant success, including positions of authority.
- o **Be at an inflection point.** Ready or expected to scale-up their projects, take up new challenges or positions or jump-start new ventures.
- o **Be caring for the social good.** We want candidates focused not solely on their careers and personal success but rather people who see their success and positions as leverages to make contributions to society and to have a broader impact on the world and Poland. We want social innovators, people with a good heart and willingness to positively influence others and who want to make the world and Poland a better place.
- o **Have leadership potential.** We aim not only at talented people or very good specialists in their fields. We look for talented people who also have passion and a track record of starting new initiatives and ventures, organizing and engaging people.
- o **Have courage and resilience.** We like to see candidates who dare to shake up the status quo, even if it is risky. Those who have weathered difficulties, even failure, either professionally or personally.
- o **Not be “fully there”.** There are many people already doing great things for society and we want to see more of these people by finding candidates who need a “nudge” to apply their talents to improve the world.
- o **Intellectual curiosity and openness.** We look for candidates who are authentic and have an open mind and heart.
- o **Bring diversity.** We look for diversity of gender, geography, politics, religion, and more. We particularly want to encourage the participation of women.

We are open to talented and passionate people who are curious about the world and want to leave a positive mark on it. So if you have any doubts as to whether you are the right person for the program ... do apply. Remember - if you never try, you will never know.

Selection Process

The selection process involves three stages. Firstly, the candidates complete an online application form. Secondly, the selected candidates are contacted for a phone or video interview. Thirdly, the selection committee of the Center for Leadership makes a decision and informs the candidates.



Faculty

Founder and Academic Director

Prof. Cezary Wójcik, Founding Director, Center for Leadership



Founding Director of the Center for Leadership, visiting scholar at numerous universities including, Harvard, Berkeley, Melbourne. Graduate of the Master Class for Leadership Educators at Harvard University. He is also a graduate of the IESE Business School and HEC Paris. Distinguished with a Letter of Achievement for his contribution to the development of leadership by the Harvard Kennedy School of Government. Served as Member of the Macroeconomic Council and Advisor to the Minister of Finance and the Governor of the National Bank of Poland. Served as Director of the Institute of Economics at the Polish Academy of Sciences. His leadership seminar has been the highest ranked leadership program within the system of the 29 best European schools such as LSE, ESADE and HEC Paris.

Co-Founder and Executive Director

Maciej Ujejski, Partner, Center for Leadership



Maciej Ujejski is the Founding Director of The Flying Mind Foundation and Partner of the Center for Leadership, where he serves as the Leadership Academy for Poland Executive Director. Between 2012-2015 he was coordinating the Youth in Leadership project – a nationwide conference focused on the development of youth leadership and social entrepreneurship. Maciej previously worked also for a mobile software house CocoLab, where he served as a COO and Project Owner. He graduated from the Jagiellonian University, Faculty of Law and Administration, with a Master's Degree in Law. In 2014 he was selected by the U.S. Department of State. to take part in the prestigious International Visitor Leadership Program (IVLP).

Guest Educators

Prof. Ronald Heifetz, Harvard Kennedy School of Government



Ronald Heifetz founded the Center for Public Leadership and is the King Hussein bin Talal Senior Lecturer in Public Leadership at Harvard Kennedy School. Heifetz speaks extensively and advises heads of governments, businesses, and nonprofit organizations throughout the world. He co-developed the adaptive leadership framework. His research focuses on creating a conceptual foundation for the study of leadership, creating teaching, training, and consulting methods for leadership practice, and building the adaptive capacity of organizations and societies. His first book, *Leadership without Easy Answers*, (1994) is a classic in the field. Read widely as a foundational text, it is one of the 10 most assigned course books at Harvard and Duke Universities. He coauthored the best-selling *Leadership on the Line: Staying Alive through the Dangers of Leading* with Marty Linsky (2002), which serves as one of the primary go-to book for practitioners across all sectors, and the field book, *The Practice of Adaptive Leadership: Tools and Tactics for Changing your Organization and the World*, (2009) with Marty Linsky and Alexander Grashow. Heifetz is also well-known for developing transformative methods of leadership education and development. His courses on leadership at Harvard are legendary. Drawing students from throughout Harvard's graduate schools and neighboring universities, they have consistently won the alumni award for the Kennedy School's most influential course. His teaching methods are the subject of the book, *Leadership Can Be Taught*, by Sharon Daloz Parks (Harvard Business Press, 2005).



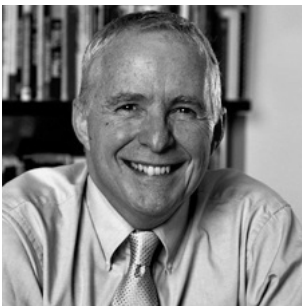
Prof. Dean Williams, Harvard Kennedy School of Government



Faculty member at the Center for Public Leadership of the Harvard Kennedy School of Government. Serves as the faculty chair of the executive education program: Global Change Agents: Leading with Commitment, Creativity and Courage and runs the World Leaders Project at the Center for Public Leadership. He has served as a consultant with the Singapore government's National Productivity Board, and is the director of the Social Leadership Singapore program. He has done a significant amount of advising to the Government of East Timor, and most recently to the Government of Nigeria. He has led a number of long-term change initiatives in companies in Australia, the United States, and Asia, and conducted research on leadership and social change in Japan, Madagascar and Borneo. He is the author of "Leadership for a Fractured World: How to Cross Boundaries, Build

Bridges, and Lead Change" and "Real Leadership: Helping People and Organizations Face Their Toughest Challenges".

Dr. John J. Scherer, Founder and Co-Director Scherer Leadership International



Co-creator and Core Faculty of the nation's first competency-based Graduate Program in applied behavioral sciences, and is an internationally-respected change consultant and leadership coach. Stephen Covey named him one of America's Top 100 Thought Leaders in Personal/Leadership Development. Business and community leaders from 23 nations have graduated from his Executive and Leadership Development Intensives. He was co-developer of The People Performance Profile, the first holistic, computer-scored diagnostic process for improving organizational effectiveness. His Breakthrough Series was the first video-based resource for high-performance team-development, designed to be used at regular meetings. His most recent best-selling book, Five Questions that Change Everything: Life Lessons at Work, has been called 'the best business self-help book

ever written' by CEO Robert Middleton.

Guest speakers

Top-level business and community leaders will deliver talks and share their leadership experience during the Academy. In 2016 our distinguished guests were (in alphabetical order):

- o Frank Kohl-Boas (Head of HR Northwest, Central & Eastern Europe at Google)
- o Jody Medich (Director of Design at Singularity University)

Advisory Board

The Academy's Advisory Board in 2016 included (in alphabetical order):

- o Klara Banaszewska – Grayling Poland (Country Director)
- o Agata Stafiej-Bartosik - Ashoka Poland (Country Director)
- o Wojciech Burkot – Brainly (Advisor)
- o Mirosław Godlewski - The Boston Consulting Group (Senior Advisor)
- o Agnieszka Hryniewicz-Bieniek – Google Poland (Country Director)
- o Tomasz Józefacki – NEUCA Group (Vice President Business Development)
- o Jacek Kowalski – Orange (Management Board Member in charge of HR)
- o Dariusz Kraszewski – Deloitte (Partner)
- o Marek Metrycki – Deloitte (Managing Partner)
- o Roman Młodkowski – Onet-RAS (Executive Director)
- o John Scherer – Scherer Leadership International (Founder and Co-Director)
- o Przemysław Walasek – TaylorWessing e|n|w|c Attorneys at Law (Partner)



Center for Leadership

We will soon announce members of the Advisory Board in 2017.

Alumni Network

All graduates of the program will become members of the LAPAN – Leadership Academy for Poland Alumni Network and will be consulted in advancing the development of the Academy.

After the program has ended, an Alumni Executive Committee will be formed for alumni to co-create and shape future editions of the Academy.

Sustainability

The program is fully funded and self-financed. We do not accept support from political parties or other partisan organizations, although we do encourage people involved in political processes to apply.

Program Evaluation

Two surveys will be conducted among the participants to evaluate the short-term and long-term impact of the program. The first survey will be conducted shortly after the end of the program and will evaluate the program's immediate impact and participants' satisfaction. The second survey will be conducted a year after the program has ended and will evaluate the ways in which the program has influenced participants lives, work, and initiatives.

Continuous feedback and new ideas regarding the program will be gathered during post graduation meetings and on a regular basis via online tools.

Organizers

The Center for Leadership promotes the development of good leadership for Poland and connects outstanding Poles who will shape the future of Poland and the world. We do this by creating positive values, unlocking the hidden potential of people and organizations, inspiring them to actively participate in public affairs and undertake new initiatives which make a positive difference in the world. The Center for Leadership finances scholarships and fosters new standards in education and science in Poland, striving to establish a world-class university in Poland. We are open to cooperation with all those who wish to contribute to making Poland a good country.

www.center-for-leadership.org

The Flying Mind Foundation has been created to serve the development of young people in a global community. The Foundation's main goals are to support and promote innovative education and initiatives that inspire personal development, creative ideas, as well as cultural & community involvement.

www.theflyingmind.org