



# Leading People & Change

## Part of PMD – Program for Management Development

The Leading People & Change (LPC) is a unique program that equips mid-level managers with key skills in turbulent times. The LPC offers powerful practical insights and unique space for professional and personal development and addresses the challenges of building connections between people despite physical distance. Organizations gain better managers as leaders.

### Key features

- World-class professional leadership training with 5-months top quality education.
- Closed sessions with world-class professors and international scholars.
- Experiential setting based in Full Immersion™ methodology.
- Designed in Managers as Leaders™ pedagogy system.
- Provides key skills for leading people and managing difficult change.

**Top quality education.** The LPC builds on academic structures of the Leadership Academy for Poland (LAP) and Advanced Leadership Program (ALP) which rank as one of the best leadership programs in the world.



### What to expect

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™, the program uses various small and large group simulations and structured exercises. Several elements of the program will draw on LAP and ALP methodologies.

### Who should apply

- Mid-level managers & team leaders with at least 3 years of managerial experience.
- Heads of business units, senior heads of functions and divisions.
- Managers coping with difficult processes or change.
- Young talents on managerial track.

### This program is PMD track

LPC gives access to the certified PMD - Program for Management Development as part of executive education for managers. Access to PMD is a unique opportunity for mid-level managers to have top business school level education and certification that would normally require foreign enrollment and travel. The PMD is a matrix flex format and is grounded in leadership capacity development.

## Content

LPC develops critical skills in: leading people, coping with difficult change, negotiating value for organizations. They are covered in modules that are fully integrated and linked through lived-in full immersion to ensure most powerful impact.

### Leading People

This module develops critical skills in leading people in a way that enhances long-term employee motivation, strengthens organizational culture and creates capacity. After this module participants:

- Learn how to better **motivate people** and avoid burnout;
- Get insights into how to **build strong teams** and long-term capacity;
- Understand how to create **sustainable culture** that brings results.

### Coping with Change

This module develops critical skills in coping with difficult organizational change and how to deal with resistance. It offers practical tools on how to announce change and convince critical stakeholders to it. After this module participants:

- Learn how to **manage and cope with difficult change**;
- Get insights how to **deal with resistance and emotions** in teams;
- Get better in **managing self**.

### Negotiating for Value

This module develops key negotiation skills in organizational context that calls for difficult resolutions and conversations. After this module participants:

- Get better at **negotiating** with their people and partners;
- Learn how to lead **difficult conversations**;
- Explore what it means to **lead for value**.

## Unique Full Immersion™ learning model

After each residential session the learning is enhanced by a specific immersion work to be done individually or in groups that are pre-requisites for continuing the program and finishing each module.

## System of developing Managers as Leaders™

A unique pedagogical system Managers as Leaders™ is used to design all our programs to ensure a fully integrated and consistent pathway for developing leadership competencies that are key for organizational success. We aim to develop managers as leaders who make a positive contribution into their organizations and lives of people around them.

**Application procedure** will take into consideration applicants' levels and objectives and the diversity of the class. The program will be run in an in-person and live virtual setting. The program is for alumni and partners - only a limited number of seats will be available for outside participants.



” The LPC goes beyond training and creates experience valued in itself.

### Contact person

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